

ORDINANCE NO. 2266

AN ORDINANCE OF THE CITY OF SALISBURY APPROVING AN AMENDMENT OF THE FY 14 GENERAL FUND BUDGET TO ADJUST THE CITY'S PAY PLAN WITH NEW RATES ASSIGNED TO GRADES AND STEPS.

WHEREAS, the City engaged Evergreen Solutions to consult with the City in order to determine appropriate rates assigned to grades and steps; and

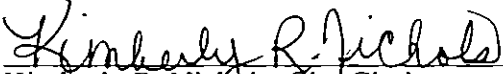
WHEREAS, the Human Resource department used the study and collaborated with department heads in order to formulate a new pay plan with revised rates for grades and steps; and

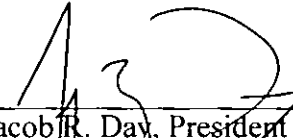
WHEREAS, the details of the new recommended pay plan are attached;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SALISBURY, MARYLAND THAT THE City's Fiscal Year 2014 General Fund Budget be and hereby is amended to include the pay plan detailed in the following pages and the new pay plan will be effective on January 11, 2014.

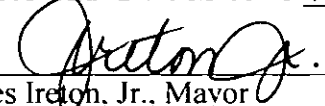
THIS ORDINANCE was introduced and read at a meeting of the Council of the City of Salisbury held on this 28<sup>th</sup> day of October 2013, and thereafter, a statement of the substance of the Ordinance having been published as required by law, was finally passed by the Council on the 12<sup>th</sup> day of November 2013.

ATTEST:

  
\_\_\_\_\_  
Kimberly R. Nichols, City Clerk

  
\_\_\_\_\_  
Jacob R. Day, President  
Salisbury City Council

APPROVED BY ME THIS 13<sup>th</sup> day of Nov, 2013.

  
\_\_\_\_\_  
James Ireton, Jr., Mayor

# City of Salisbury



MARYLAND

JAMES IRETON, JR.  
MAYOR

TOM STEVENSON  
INTERIM CITY ADMINISTRATOR

Salisbury



2010

125 NORTH DIVISION STREET  
SALISBURY, MARYLAND 21801  
Tel: 410-334-3028  
Fax: 410-548-3192

KEITH A. CORDREY  
DIRECTOR OF INTERNAL SERVICES

To: Tom Stevenson, Interim City Administrator

From: Keith Cordrey, Director of Internal Services *KAC*

Date: October 16, 2013

Re: Pay Plan

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Attached hereto is an ordinance that adjusts the City's pay plan based on a study completed by Evergreen Solutions and the City's Human Resource Department.

There are related ordinances that address reclassifications and amending the budget under separate cover.

Please let me know if you have any questions.

City of Salisbury  
Pay Plan  
To be effective 1/11/14

General Employees																											
Grade	Minimum Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	Maximum Step 25	Range Spread	
1	22,235	22,678	23,133	23,588	24,043	24,498	24,953	25,408	25,863	26,318	26,773	27,228	27,683	28,138	28,593	29,048	29,503	29,958	30,413	30,868	31,323	31,778	32,233	32,688	33,143	33,598	61%
2	24,013	24,493	24,963	25,433	25,903	26,373	26,843	27,313	27,783	28,253	28,723	29,193	29,663	30,133	30,603	31,073	31,543	32,013	32,483	32,953	33,423	33,893	34,363	34,833	35,303	35,773	61%
3	25,835	26,333	26,831	27,329	27,827	28,325	28,823	29,321	29,819	30,317	30,815	31,313	31,811	32,309	32,807	33,305	33,803	34,301	34,799	35,297	35,795	36,293	36,791	37,289	37,787	38,285	61%
4	28,009	28,528	29,047	29,566	30,085	30,604	31,123	31,642	32,161	32,680	33,199	33,718	34,237	34,756	35,275	35,794	36,313	36,832	37,351	37,870	38,389	38,908	39,427	39,946	40,465	40,984	61%
5	30,251	30,780	31,309	31,838	32,367	32,896	33,425	33,954	34,483	35,012	35,541	36,070	36,599	37,128	37,657	38,186	38,715	39,244	39,773	40,302	40,831	41,360	41,889	42,418	42,947	43,476	61%
6	32,870	33,409	33,948	34,487	35,026	35,565	36,104	36,643	37,182	37,721	38,260	38,799	39,338	39,877	40,416	40,955	41,494	42,033	42,572	43,111	43,650	44,189	44,728	45,267	45,806	46,345	61%
7	35,283	35,832	36,381	36,930	37,479	38,028	38,577	39,126	39,675	40,224	40,773	41,322	41,871	42,420	42,969	43,518	44,067	44,616	45,165	45,714	46,263	46,812	47,361	47,910	48,459	49,008	61%
8	38,107	38,666	39,225	39,784	40,343	40,902	41,461	42,020	42,579	43,138	43,697	44,256	44,815	45,374	45,933	46,492	47,051	47,610	48,169	48,728	49,287	49,846	50,405	50,964	51,523	52,082	61%
9	41,165	41,734	42,303	42,872	43,441	44,010	44,579	45,148	45,717	46,286	46,855	47,424	47,993	48,562	49,131	49,700	50,269	50,838	51,407	51,976	52,545	53,114	53,683	54,252	54,821	55,390	61%
10	44,447	45,026	45,605	46,184	46,763	47,342	47,921	48,500	49,079	49,658	50,237	50,816	51,395	51,974	52,553	53,132	53,711	54,290	54,869	55,448	56,027	56,606	57,185	57,764	58,343	58,922	61%
11	48,003	48,592	49,181	49,770	50,359	50,948	51,537	52,126	52,715	53,304	53,893	54,482	55,071	55,660	56,249	56,838	57,427	58,016	58,605	59,194	59,783	60,372	60,961	61,550	62,139	62,728	61%
12	51,844	52,443	53,042	53,641	54,240	54,839	55,438	56,037	56,636	57,235	57,834	58,433	59,032	59,631	60,230	60,829	61,428	62,027	62,626	63,225	63,824	64,423	65,022	65,621	66,220	66,819	61%
13	55,991	56,590	57,189	57,788	58,387	58,986	59,585	60,184	60,783	61,382	61,981	62,580	63,179	63,778	64,377	64,976	65,575	66,174	66,773	67,372	67,971	68,570	69,169	69,768	70,367	70,966	61%
14	60,470	61,069	61,668	62,267	62,866	63,465	64,064	64,663	65,262	65,861	66,460	67,059	67,658	68,257	68,856	69,455	70,054	70,653	71,252	71,851	72,450	73,049	73,648	74,247	74,846	75,445	61%
15	65,309	65,908	66,507	67,106	67,705	68,304	68,903	69,502	70,101	70,700	71,299	71,898	72,497	73,096	73,695	74,294	74,893	75,492	76,091	76,690	77,289	77,888	78,487	79,086	79,685	80,284	61%
16	70,532	71,131	71,730	72,329	72,928	73,527	74,126	74,725	75,324	75,923	76,522	77,121	77,720	78,319	78,918	79,517	80,116	80,715	81,314	81,913	82,512	83,111	83,710	84,309	84,908	85,507	61%
17	76,174	76,773	77,372	77,971	78,570	79,169	79,768	80,367	80,966	81,565	82,164	82,763	83,362	83,961	84,560	85,159	85,758	86,357	86,956	87,555	88,154	88,753	89,352	89,951	90,550	91,149	61%
18	82,269	82,868	83,467	84,066	84,665	85,264	85,863	86,462	87,061	87,660	88,259	88,858	89,457	90,056	90,655	91,254	91,853	92,452	93,051	93,650	94,249	94,848	95,447	96,046	96,645	97,244	61%

Fire Employees																											
Grade	Minimum Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	Maximum Step 25	Range Spread	
1	35,441	35,940	36,439	36,938	37,437	37,936	38,435	38,934	39,433	39,932	40,431	40,930	41,429	41,928	42,427	42,926	43,425	43,924	44,423	44,922	45,421	45,920	46,419	46,918	47,417	47,916	57%
2	37,178	37,677	38,176	38,675	39,174	39,673	40,172	40,671	41,170	41,669	42,168	42,667	43,166	43,665	44,164	44,663	45,162	45,661	46,160	46,659	47,158	47,657	48,156	48,655	49,154	49,653	57%
3	39,147	39,646	40,145	40,644	41,143	41,642	42,141	42,640	43,139	43,638	44,137	44,636	45,135	45,634	46,133	46,632	47,131	47,630	48,129	48,628	49,127	49,626	50,125	50,624	51,123	51,622	57%
4	42,275	42,774	43,273	43,772	44,271	44,770	45,269	45,768	46,267	46,766	47,265	47,764	48,263	48,762	49,261	49,760	50,259	50,758	51,257	51,756	52,255	52,754	53,253	53,752	54,251	54,750	57%
5	46,328	46,827	47,326	47,825	48,324	48,823	49,322	49,821	50,320	50,819	51,318	51,817	52,316	52,815	53,314	53,813	54,312	54,811	55,310	55,809	56,308	56,807	57,306	57,805	58,304	58,803	57%
6	51,655	52,154	52,653	53,152	53,651	54,150	54,649	55,148	55,647	56,146	56,645	57,144	57,643	58,142	58,641	59,140	59,639	60,138	60,637	61,136	61,635	62,134	62,633	63,132	63,631	64,130	57%
7	57,911	58,410	58,909	59,408	59,907	60,406	60,905	61,404	61,903	62,402	62,901	63,400	63,899	64,398	64,897	65,396	65,895	66,394	66,893	67,392	67,891	68,390	68,889	69,388	69,887	70,386	57%
8	65,091	65,590	66,089	66,588	67,087	67,586	68,085	68,584	69,083	69,582	70,081	70,580	71,079	71,578	72,077	72,576	73,075	73,574	74,073	74,572	75,071	75,570	76,069	76,568	77,067	77,566	57%

Police Employees																											
Grade	Minimum Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	Maximum Step 25	Range Spread	
1	39,029	39,528	40,027	40,526	41,025	41,524	42,023	42,522	43,021	43,520	44,019	44,518	45,017	45,516	46,015	46,514	47,013	47,512	48,011	48,510	49,009	49,508	50,007	50,506	51,005	51,504	54%
2	42,060	42,559	43,058	43,557	44,056	44,555	45,054	45,553	46,052	46,551	47,050	47,549	48,048	48,547	49,046	49,545	50,044	50,543	51,042	51,541	52,040	52,539	53,038	53,537	54,036	54,535	55%
3	45,725	46,224	46,723	47,222	47,721	48,220	48,719	49,218	49,717	50,216	50,715	51,214	51,713	52,212	52,711	53,210	53,709	54,208	54,707	55,206	55,705	56,204	56,703	57,202	57,701	58,200	55%
4	49,699	50,198	50,697	51,196	51,695	52,194	52,693	53,192	53,691	54,190	54,689	55,188	55,687	56,186	56,685	57,184	57,683	58,182	58,681	59,180	59,679	60,178	60,677	61,176	61,675	62,174	56%
5	54,923	55,422	55,921	56,420	56,919	57,418	57,917	58,416	58,915	59,414	59,913	60,412	60,911	61,410	61,909	62,408	62,907	63,406	63,905	64,404	64,903	65,402	65,901	66,400	66,899	67,398	56%
6	61,054	61,553	62,052	62,551	63,050	63,549	64,048	64,547	65,046	65,545	66,044	66,543	67,042	67,541	68,040	68,539	69,038	69,537	70,036	70,535	71,034	71,533	72,032	72,531	73,030	73,529	57%
7	68,095	68,594	69,093	69,592	70,091	70,590	71,089	71,588	72,087	72,586	73,085	73,584	74,083	74,582	75,081	75,580	76,079	76,578	77,077	77,576	78,075	78,574	79,073	79,572	80,071	80,570	57%
8	76,137	76,636	77,135	77,634	78,133	78,632	79,131	79,630	80,129	80,628	81,127	81,626	82,125	82,624	83,123	83,622	84,121	84,620	85,119	85,618	86,117	86,616	87,115	87,614	88,113	88,612	57%
9	85,137	85,636	86,135	86,634	87,133	87,632	88,131	88,630	89,129	89,628	90,127	90,626	91,125	91,624	92,123	92,622	93,121	93,620	94,119	94,618	95,117	95,616	96,115	96,614	97,113	97,612	61%