

ORDINANCE NO. 2721

AN ORDINANCE APPROPRIATING THE NECESSARY FUNDS FOR THE OPERATION OF THE GOVERNMENT AND ADMINISTRATION OF THE CITY OF SALISBURY, MARYLAND FOR THE PERIOD JULY 1, 2022 TO JUNE 30, 2023, ESTABLISHING THE LEVY FOR THE GENERAL FUND FOR THE SAME FISCAL PERIOD AND ESTABLISHING THE APPROPRIATION FOR THE WATER AND SEWER, PARKING AUTHORITY, CITY MARINA, AND STORM WATER FUNDS.

BE IT ORDAINED, by the City of Salisbury, Maryland that the amounts listed in Schedule A – Operating Budget Appropriations are hereby appropriated for the Fiscal Year beginning July 1, 2022 and ending June 30, 2023 to fund operations of the City of Salisbury, Maryland.

BE IT FURTHER ORDAINED, by the City of Salisbury, Maryland that the amounts listed in Schedule B – Capital Project Appropriations are hereby appropriated for Capital Projects.

BE IT FURTHER ORDAINED, by the City of Salisbury, Maryland that the amounts listed in Schedule C – Anticipated Grant Expenditures are hereby appropriated for the grants listed, and the Mayor is authorized to enter into any necessary agreements or memoranda in order to receive and expend these funds.

BE IT FURTHER ORDAINED that:

- 1) The tax levy be, and the same be hereby set, at \$.9832 per \$100 of assessed valuation of all real property, at \$3.51 per \$100 of assessed valuation for all personal property categorized as utilities, and at \$2.40 per \$100 of assessed valuation for all other personal property subject to taxation by the City of Salisbury for General Fund purposes, including debt service purposes (exclusive of revenues derived from the Water and Sewer Fund for debt service purposes attributed to water and sewer activities); and
- 2) All taxes levied by this ordinance shall be liens from and after July 1, 2022 and shall be due and payable as specified in Title 14 of the Tax Property article of the Annotated Code of Maryland, as amended.

AND BE IT FURTHER ORDAINED by the Salisbury City Council that a public hearing on the proposed budget ordinance will be held at 6:00 PM on May 23, 2022 in Room 301 of the City/County Government Office Building, 125 N. Division Street, Salisbury, Maryland.

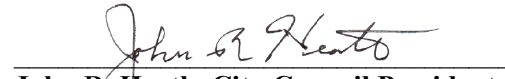
AND BE IT FURTHER ORDAINED by the Salisbury City Council that this Ordinance shall take effect upon final passage.

THIS ORDINANCE was introduced and read at a Meeting of the Mayor and Council of the City of Salisbury held on the 25th day of April, 2022 and thereafter, a statement of the substance of the Ordinance having been published as required by law, in the meantime, was finally passed by the Council of the City of Salisbury on the 6th day of June, 2022.

ATTEST:




Kimberly R. Nichols, City Clerk



John R. Heath, City Council President

APPROVED BY ME THIS 17th day of June, 2022



Jacob R. Day, Mayor

Schedule A - Operating Budget Appropriations

1)	General Fund – for the general municipal purposes of the City of Salisbury:		
	City Council / City Clerk	266,237	267,931
	Mayor's Office/ Development Services	1,370,924	1,379,496
	Finance	871,734	851,712
	Procurement / Municipal Buildings	619,601	619,601
	City Attorney	345,000	345,000
	Information Technology	693,722	696,032
	Police	16,253,437	16,261,871
	Fire	10,837,434	11,072,428
	Housing and Community Development	1,331,082	1,345,859
	Infrastructure and Development	1,980,147	2,003,230
	Field Operations	6,447,289	6,617,501
	Arts, Business, and Culture Development	2,392,806	2,396,465
	Debt Service & Other Uses	6,092,383	6,076,580
	Total	49,501,796	49,933,706
2)	Parking Authority Fund – for the special assessment district known as the Parking Authority		
	Total	887,510	888,430
3)	Water Sewer Fund - for operations of the water and sewer departments		
	Total	19,544,650	19,856,097
4)	Marina Fund – for the operations of the enterprise known as the City Marina		
	Total	91,576	91,576
5)	Storm Water Fund – for the operations of the enterprise known as the Storm Water Fund		
	Total	930,232	950,232
	Grand Total	\$ 70,955,764	71,720,041

Schedule B – Capital Project Appropriations (1 of 2) General Capital Projects

Schedule B: General Capital Projects						
Funding Source						
Project Description	Approved Amount	PayGO Gen Fund	PayGO Storm Water	Grants	Reallocation	FY 24 Bond
Mill Street Bridge Rehabilitation	60,000	-			60,000	
Impervious Surface Reduction	145,000		145,000			
Stream Restoration along Beaverdam Creek	120,000		120,000			
Schumaker Pond	10,000		10,000			
Storm Drain Main Lining	25,000		25,000			
North Prong Park Improvements	200,000			200,000		
Street Reconstuction (Milling and Paving)	45,000			45,000		
Rail Trail Master Plan Implementation	500,000			500,000		
Mill Street Bridge Rehabilitation	240,000			240,000		
Computer Aided Dispatch (CAD) Replacement	1,105,000	300,000				805,000
GOB HVAC Return Air Fans	37,500	37,500				
Station #16 HVAC Replacement	130,000					130,000
Rail Trail Master Plan Implementation	700,000					700,000
Downtown Street Scaping	775,000					775,000
Field Operations Facility Plan - Phase IIIB	1,100,000					1,100,000
Tiney Homes for the Homeless	70,000	17,500			52,500	
General Fund & Capital Projects	6,362,500	405,000	300,000	985,000	262,500	4,410,000

Schedule B – Capital Project Appropriations (2 of2)

Project	Approved Amount	Capital Projects - Funding Source					
		PayGO	Grants	Reallocation	Impact Funds	Revolving Funds	Bond
<u>Water Sewer Fund</u>							
Restore Park Well Field	175,000					175,000	
Paleo Ground Storage Tank Painting	70,000					70,000	
Dump Truck	185,000	185,000					
Structural Study	150,000					150,000	
Raw Water Line at Naylor Mill Road	1,000,000	195,000		300,000		505,000	
Transfer From Sewer Impact	700,000				700,000		
Water Sewer Fund Total >>	2,280,000	380,000	0	300,000	700,000	900,000	0
<u>Parking Fund</u>							
Parking Garage Lot 1	10,750,000						10,750,000
Parking Fund Total >>	10,750,000	0	0	0	0	0	10,750,000

Notes:

(1) The above schedule authorizes transfer of \$700,000 from the Sewer Impact Fund to the Revolving Fund in order to fund maintenance projects.

Schedule C City Fiscal Year 2023 Appropriations for Grant-Funded Expenditures

Schedule C: City Fiscal Year 2023 Appropriations for Grant-Funded Expenditure:										
Grant Name	Appropriation					Grant Dates		Funding		
	Funding by Grant			Funding by Grant Match		Start Date	End Date	Source	CFDA #	Dept/Agency
	Total	Prior Yrs	FY 2023	Amount	Account					
Comcast - Public, Educational & Governmental (PEG) Fees										
FY23 - PEG Fees from Comcast	63,000		63,000	N/A	N/A	7/1/2022	6/30/2023	Private	N/A	Comcast
Housing & Community Development										
FY23 - Homeless Solutions Program - Federal Funds (ESG)	20,000		20,000	N/A	N/A	7/1/2022	6/30/2023	Federal	14.231	DHCD
FY23 - Homeless Solutions Program - State Funds	25,000		25,000	N/A	N/A	7/1/2022	6/30/2023	State	N/A	DHCD
FY23 - Projects for Assistance in Transition from Homelessness (PATH)	30,000		30,000	N/A	N/A	7/1/2022	6/30/2023	Federal	93.150	SAMHSA
FY23 - DHCD SRP - Strategic Demolition Fund (SDF) - Sby N-hood Intervention Program	50,000		50,000	N/A	N/A	7/1/2022	6/30/2023	State	N/A	DHCD
PY22 - Community Development Block Grant (CDBG)	410,000		410,000	N/A	N/A	7/1/2022	N/A	Federal	14.218	HUD
FY23 - POS - Resurfacing of Existing Tennis Courts (DNR - Wic. Co.)	99,000		99,000	11,000	91001-599120	7/1/2022	6/30/2023	State	N/A	DNR
FY22 - POS - Zoo Special Events Pavilion, Phase 2 (DNR - Wic. Co.)	99,000	99,000		71,000	91001-599120	7/1/2022	6/30/2023	State	N/A	DNR
Infrastructure & Development Department										
FY22 - MEA Maryland Smart Energy Communities (MSEC)	35,000		35,000	N/A	N/A	7/1/2022	6/30/2023	State	N/A	MEA/MSEC
FY22 - MD Dept. of Transportation - State Aid Funds	44,000		44,000	N/A	N/A	7/1/2022	6/30/2023	State	N/A	MDOT
FY22 - MD Critical Area Commission - Grant-in-Aid Funds	4,000		4,000	N/A	N/A	7/1/2022	6/30/2023	State	N/A	MCAC
FY22 - Chesapeake & Coastal Services - North Prong Park	675,000		675,000	N/A	N/A	7/1/2022	6/30/2024	State	N/A	DNR
Water Works Department										
FY22 - ENR O&M Grant - MDE Bay Restoration Fund (BRF)	450,000		450,000	N/A	N/A	7/1/2021	6/30/2023	State	N/A	MDE / BRF
Salisbury Fire Department										
FY20 - Staffing -Adequate Fire & Emergency Response (SAFER)	2,716,236	2,716,236		N/A	N/A	8/31/2021	6/26/2025	Federal	97.083	DHS / FEMA
Salisbury Police Department										
FY23 - Bulletproof Vest Partnership (DOJ)	25,000		25,000	N/A	N/A	10/1/2022	9/30/2024	Federal	16.607	Dept. of Justice
FY23 - Bulletproof Vest Grant (GOCCP / DOJ-OJP)	9,000		9,000	N/A	N/A	10/1/2022	9/30/2024	Federal	16.607	OJP
FY22 - MCIN Coalition - Wicomico County	296,650		296,650	Unknown	Unknown	7/1/2022	6/30/2023	State	N/A	GOCCP
FY23 - MD Criminal Intelligence Network (MCIN)	350,000		350,000	N/A	N/A	7/1/2022	6/30/2023	State	N/A	GOCCP
FFY20 - Edward Byrne Memorial JAG	21,096		21,096	N/A	N/A	10/1/2019	9/30/2022	Federal	16.738	Dept. of Justice
FFY21 - Edward Byrne Memorial JAG	24,726		24,726	N/A	N/A	10/1/2020	9/30/2022	Federal	16.738	Dept. of Justice

Schedule C City Fiscal Year 2023 Appropriations for Grant-Funded Expenditures (page 2 of 2)

Schedule C: City Fiscal Year 2023 Appropriations for Grant-Funded Expenditures:										
Grant Name	Appropriation					Grant Dates		Funding		
	Funding by Grant			Funding by Grant Match		Start Date	End Date	Source	CFDA #	Dept/Agency
	Total	Prior Yrs	FY 2023	Amount	Account					
FFY22 - Edward Byrne Memorial JAG	24,000		24,000	N/A	N/A	10/1/2022	9/30/2024	Federal	16.738	Dept. of Justice
FFY23 - MD Highway Safety Office - Impaired Driver (DUI)	4,000		4,000	4,000	91001-599121	10/1/2022	9/30/2023	Federal	20.616	US DOT / MHSO
FFY23 - MD Highway Safety Office - Speed Enforcement	3,000		3,000	3,000	91001-599121	10/1/2022	9/30/2023	Federal	20.600	US DOT / MHSO
FFY23 - MD Highway Safety Office - Distracted Driver	3,000		3,000	3,000	91001-599121	10/1/2022	9/30/2023	Federal	20.600	US DOT / MHSO
FY22-23 - Expanded Development of Predictive Policing w/ Machine Learning (BJAG / GOCCP)	100,000		100,000	N/A	N/A	10/1/2022	9/30/2023	Federal	16.738	GOCCP / BJAG
FY 20 - Coronavirus Emergency Supplemental Funding Program (BJA)	78,445		78,445	N/A	N/A	1/20/2020	1/31/2023	Federal	16.034	OJP
FY21 - Community Policing Development (CPD) - De-Escalation Training Solicitation	105,158		105,158	N/A	N/A	9/1/2021	8/31/2023	Federal	16.710	COPS
FY21 - Collaborative Crisis Response Training Program (BJA)	100,000		100,000	N/A	N/A	10/1/2021	9/30/2024	Federal	16.745	OJP
FY23 - Police Recruitment & Retention Grant (PRAR / GOCCP)	20,000		20,000	N/A	N/A	7/1/2022	6/30/2023	State	N/A	GOCCP
FY23 - Police Recruitment & Retention Grant (PRAR / GOCCP)	24,000		24,000	N/A	N/A	7/1/2022	6/30/2023	State	N/A	GOCCP
2022 - State Aid For Police Protection Fund	558,865		558,865	N/A	N/A	7/1/2021	6/30/2022	State	N/A	GOCCP
2023 - State Aid For Police Protection Fund	550,000		550,000	N/A	N/A	7/1/2022	6/30/2023	State	N/A	GOCCP
FY18 - Wicomico County Adult Drug Treatment Court	443,469	443,469		N/A	N/A	1/1/2020	12/31/2022	Federal	16.585	Dept. of Justice
FFY23 - U.S. Marshals Program	7,000		7,000	N/A	N/A	10/1/2022	9/30/2023	Federal	16.111	US Marshals

Total	\$ 7,467,645	\$3,258,705	\$ 4,208,940	\$ 92,000						
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Some of the Community Development grants will require an FY23 match totaling \$82,000, which will be transferred from account number 91001-599120

The City's Housing First / Homeless Program will require a transfer from the General Fund in FY23 in the amount of \$108,697, which will be transferred from account number 91001-599200

Some of the Police Dept. grants will require an FY23 match, totaling \$10,000, which will be transferred from account number 91001-599121.

The Infrastructure & Development Dept. has applied for a FY22 - MEA Maryland Smart Energy Communities (MSEC) grant. The match for this grant of \$5,050 will be covered by Traffic (Org 22000) in kind labor.

This schedule serves to appropriate funds up to the amount listed and authorize the Mayor to expend grant funds for these programs up to the appropriation amount. Accounts will only be budgeted up to the amount included in the award letter. Awards that exceed the appropriation amount will require further council action. This also serves to authorize the Mayor to enter into any necessary agreements, contracts, or memoranda.

FY 23 Retiree Health Rates

Valid 9/1/22 - 8/31/23

Plan Type	Contract <i>Month</i>	Contract <i>Year</i>	Retiree Share <i>Year</i>	Retiree Share <i>Monthly</i>	City Maximum <i>Current</i>
<u>EPO</u>					
Individual	599.49	7,193.88	3,596.94	299.75	3,600
Parent/Child	1,114.66	13,375.92	6,687.96	557.33	7,000
Employee/Spouse	1,570.77	18,849.24	9,424.62	785.39	9,500
Family	1,703.17	20,438.04	10,219.02	851.59	10,300
				-	
<u>PPO</u>					
Individual	706.78	8,481.36	4,240.68	353.39	4,300
Parent/Child	1,316.79	15,801.48	7,900.74	658.40	8,000
Employee/Spouse	1,856.00	22,272.00	11,136.00	928.00	11,200
Family	2,009.14	24,109.68	12,054.84	1,004.57	12,100
			-	-	
Medicare Supplement (65 & Older)					
Retiree 65	647.76	7,773.12	3,886.56	323.88	3,900
Retiree 65 w Spouse/65	1,295.52	15,546.24	7,773.12	647.76	7,800

Medicare Supplemental Insurance includes Medical, Dental Prescription, and Vision coverage.

Authorized Positions Schedule

Position Title	Division	Org	FY23 Grade	FY19	FY20	FY21	FY22	FY23
City Clerk 11100	11100	11100						
City Clerk	11100	11100	12	1	1	1	1	1
Assistant City Clerk	11100	11100	8	1	1	1	1	1
Total City Clerk	11100	11100		2	2	2	2	2
Arts, Business & Culture 11600	ABC	11600						
Arts, Business and Culture Director (ABC Director)	ABC	11600	14	0	0	0	1	1
Director of Business Development	ABC	11600	12	1	1	1	1	1
Culture & Events Manager	ABC	11600	10	0	0	0	0	1
Administrative Assistant I/II/III	ABC	11600	5	0	0	1	1	1
Office Associate II	ABC	11600	2	1	1	0	0	0
Total Arts, Business & Culture	ABC	11600		2	2	2	3	4
Mayor's Office 12000	12000	12000						
City Administrator	12000	12000	18	1	1	1	1	1
Deputy City Administrator	12000	12000	17	2	1	1	1	1
Communication Coordinator/Media Specialist/Public Information Officer	12000	12000	7/8/9	1	2	2	2	2
Special Assistant for Intergov Affairs	12000	12000	8	0	0	0	1	1
Executive Admin Office Manager I/II/III	12000	12000	7	1	1	1	1	1
Executive Administrative Assistant I/II/III	12000	12000	6	0	0	0	1	1
Administrative Office Associate	12000	12000	4	1	0	0	0	0
Administrative Assistant I/II/III	12000	12000	5	0	1	1	0	0
Total Mayor's Office	12000	12000		6	6	6	7	7
Department of Finance 15000	15000	15000						
Asst Director of Finance - Operations	15000	15000	14	1	1	1	1	1
Asst Director of Finance - Accounting	15000	15000	14	1	1	1	1	1
Grants Manager	15000	15000	12	1	1	1	1	1
Payroll Accountant I/II	15000	15000	8/10	1	1	1	1	1
Grants - Coordinator/Specialist/Administrator (Frozen)	15000	15000	6/7/9	1	1	1	1	1
Accounts Payable Clerk I/II/III	15000	15000	7/8	1	1	1	1	1
Revenue Supervisor	15000	15000	9	0	0	0	1	1
Tax Revenue Specialist	15000	15000	8	1	1	1	1	1
Revenue Clerk I/II/III - Collections	15000	15000	5	1	1	1	1	1
Revenue Clerk I/II/III - Parking	15000	15000	5	1	1	1	1	1
Cashier I/II/III	15000	15000	4	0	1	1	1	1
Total Finance	15000	15000		9	10	10	11	11
Department of Procurement 16000	16000	16000						
Director of Procurement	16000	16000	14	1	1	1	1	1
Contract Specialist I/II/III	16000	16000	11/12	0	0	0	1	1
Senior Buyer I/II	16000	16000	8/9	1	1	1	0	0
Buyer I/II/III	16000	16000	8/9	1	1	1	1	1
Buyer Assistant	16000	16000	5	1	0	0	0	0
Administrative Assistant I/II/III	16000	16000	5	0	1	1	1	1
Total Procurement	16000	16000		4	4	4	4	4
Department of Information Services 18000	18000	18000						
Information Services Director	18000	18000	15	1	1	1	1	1
IS Assistant Director - GIS	18000	18000	13	1	1	1	1	1
IS Assistant Director - IS	18000	18000	13	1	1	1	1	1
GIS Analyst I/II/III/IV/SR	18000	18000	10	1	1	1	1	1
GIS Technician I/II/III/IV/SR	18000	18000	9	0	0	0	0	1
Network Admin I/II/III/IV/SR	18000	18000	9	1	1	1	1	1
System Administrator I/II/III/IV/SR	18000	18000	8	0	0	0	1	1
Computer Technician I/II/III/IV/SR	18000	18000	5	1	1	1	2	2
Total Department of Information Services	18000	18000		6	6	6	8	9
Human Resources 18500	18500	18500						

Authorized Positions Schedule

Position Title	Division	Org	FY23 Grade	FY19	FY20	FY21	FY22	FY23
Human Resources Director	18500	18500	16	1	1	1	1	1
Risk Manager	18500	18500	11	0	0	0	1	1
Human Resource - Assistant/Associate/ Sr Specialist	18500	18500	5/9/10	1	1	1	0	0
Human Resource Coordinator/Specialist/Administrator	18500	18500	8/10/11	0	0	0	2	2
Administrative Office Associate	18500	18500	4	1	1	0	0	0
Administrative Assistant I/II/III	18500	18500	5	0	0	1	1	1
Office Associate II/III	18500	18500	2/3	0	0	0	0	0
Total Human Resources	18500	18500		3	3	3	5	5
Planning and Zoning 19000	I & D	19000						
City Planner	I & D	19000	13	1	1	1	1	1
Total Planning and Zoning	I & D	19000		1	1	1	1	1
Salisbury Police Department 21021	21021	21021						
Chief of Police	21021	21021	PS13	1	1	1	1	1
Assistant Chief / Colonel	21021	21021	PS12	1	1	1	1	1
Major	21021	21021	PS11	1	1	1	0	0
Captain	21021	21021	PS10	2	2	2	2	2
Lieutenant	21021	21021	PS9	6	6	6	6	6
Sergeant	21021	21021	PS8	7	7	7	8	8
Corporal/Senior Corporal	21021	21021	PS6/7	7	7	7	9	9
Police Officer - Police Officer First Class*/Sr/Master	21021	21021	PS2-5	77	78	78	76	76
<i>*7 Police Officers are frozen (not funded) for FY22</i>								
Subtotal - Sworn Positions	21021	21021		102	103	103	103	103
Cadets	21021	21021	PS1	2	0	0	0	0
Logistics Manager	21021	21021	12	0	0	0	1	1
Quartermaster	21021	21021	10	1	1	1	1	1
Resource Manager	21021	21021	8	1	1	1	1	1
Crime Data Analyst	21021	21021	9	1	1	1	1	1
Intelligence Analyst	21021	21021	7	2	2	2	2	2
Admin I/II/III	21021	21021	5	1	1	1	1	1
Records Management Technician Supervisor	21021	21021	7	1	1	1	1	1
Chief Administrative Records Clerk	21021	21021	6	1	1	1	1	1
Victim Witness Coordinator/Specialist/Administrator	21021	21021	5/6/8	1	1	1	1	1
Evidence & Property Control Coordinator/Specialist/Administrator	21021	21021	7/8/9	2	2	2	2	2
Records Management Technician	21021	21021	5	3	3	3	3	3
Groundskeeper Custodian	21021	21021	4	2	2	2	2	2
Subtotal - Civilian Positions	21021	21021		18	16	16	17	17
Total Police	21021	21021		120	119	119	120	120
Police Communications 21025	21025	21025						
Police Communications Director	21025	21025	15	1	0	0	0	0
Police Communication Supervisor I	21025	21025	10	1	0	0	0	0
Police Communications Officer I / II / III	21025	21025	7	12	13	13	13	13
Total Police Communications	21025	21025		14	13	13	13	13
Animal Control 21029	21029	21029						
Animal Control Officer	21029	21029	5	2	2	2	2	2
Total 21029 Animal Control	21029	21029		2	2	2	2	2
Salisbury Fire Department 24035	24035	24035						
Fire Chief	24035	24035	PS9	1	1	1	1	1
Deputy Fire Chief	24035	24035	PS8	2	2	2	2	2
Assistant Fire Chief	24035	24035	PS7	5	5	5	6	6
Captain	24035	24035	PS6	6	7	7	6	6
Lieutenant	24035	24035	PS5	5	4	4	8	8
Sergeant EMT/PM	24035	24035	PS4/4P	26	8	8	8	13
Probationary/FF-PM/Driver-PM	24035	24035	PS1P-3P	28	22	22	24	19
Probationary/FF-EMT/Driver-EMT	24035	24035	PS1-3	0	24	24	30	30
Emergency Vehicle Technician III (EVT)	24035	24035	11	0	0	0	0	0

Authorized Positions Schedule

Position Title	Division	Org	FY23 Grade					
				FY19	FY20	FY21	FY22	FY23
Fire Inspector I/II/SR	24035	24035	7/8	1	1	1	1	1
Office Manager I/II/III	24035	24035	6	1	1	1	1	1
Office Associate III	24035	24035	3	1	1	0	0	0
Administrative Assistant I/II/III	24035	24035	5	0	0	1	1	1
Total 24035 Salisbury Fire Department	24035	24035		76	76	76	88	88
Salisbury Fire Volunteer 24040	24040	24040						
Volunteer Recruitment Coordinator	24040	24040	9	0	1	1	1	1
Total 24040 Salisbury Fire Volunteer	24040	24040		0	1	1	1	1
Building, Permitting and Inspections 25100								
BPI Manager	I & D	25100	14	1	1	1	1	1
Building Inspector	I & D	25100	8	1	1	1	1	1
Plumbing Inspector	I & D	25100	8	1	1	1	1	1
Planning and Permits Coordinantor	I & D	25100	7	1	1	1	0	0
Office Manager	I & D	25100	6	0	0	0	1	1
Total 25100 Building, Permitting and Inspections	I & D	25100		4	4	4	4	4
Housing and Community Development 25200	25200	25200						
HCDD Director	25200	25200	14	1	1	1	1	1
Assistant Director Comm Dev	25200	25200	12	0	0	0	0	0
Code Compliance Manager	25200	25200	10	0	1	1	1	1
Senior Code Enforcement Officer	25200	25200	9	1	0	0	0	0
Housing and Homelessness Manager	25200	25200	10	1	1	1	1	1
Code Compliance Officer I/II/III/SR	25200	25200	7/9	5	5	5	5	5
Office Manager I/II/III	25200	25200	6	1	1	1	1	1
Administrative Support Specialist	25200	25200	6	0	0	0	0	0
Administrative Records Clerk	25200	25200	5	1	1	0	0	0
Administrative Assistant I/II/III	25200	25200	5	0	0	1	1	1
Neighborhood Relations Manager	25200	25200	9	1	1	1	0	0
Community Relations Manager	25200	25200	10	0	0	0	1	1
Code Compliance Technician I/II/III/SR	25200	25200	7/9	1	1	1	1	1
Community Program Coordinator	25200	25200	7	0	0	0	1	1
Youth Development Specialist	25200	25200	5	1	1	1	0	0
Total Housing and Community Development	25200	25200		13	13	13	13	13
Transportation 22000	FO	22000						
Deputy Director	FO	22000	14	0	1	1	1	1
Transportation Superintendent	FO	22000	12	1	0	0	0	0
Traffic Systems Manager	FO	22000	11	1	1	1	1	1
Traffic Supervisor	FO	22000	8	1	1	1	0	0
Signal & Lighting Technician I/II/III/IV	FO	22000	7/8	1	1	1	2	2
Field Operations Technician I/II/III/IV	FO	22000	4/5/6	2	2	2	2	2
Total Transportation	FO	22000		6	6	6	6	6
Field Operations Administration 30000								
Director of Field Operations	FO	30000	16	1	1	1	1	1
Deputy Director	FO	30000	13	0	1	1	0	0
Safety Manager	FO	30000	11	1	1	1	0	0
Operations and Maintenance Superintendent	FO	30000	10	1	0	0	0	0
Asset and Facility Manager	FO	30000	11	0	0	0	1	1
Materials Manager	FO	30000	3	0	1	1	0	0
Office Manager I/II/III	FO	30000	6	1	1	1	1	1
Logistics Coordinator / Specialist / Administator	FO	30000	5/6	0	0	0	1	1
Administrative Assistant I/II/III	FO	30000	5	0	1	1	1	1
Administrative Office Associate	FO	30000	5	1	0	0	0	0
Supply/Records Clerk	FO	30000	2	1	0	0	0	0
Total Field Operations Administration	FO	30000		6	6	6	5	5
Infrastructure and Development 31000								

Authorized Positions Schedule

Position Title	Division	Org	FY23 Grade					
				FY19	FY20	FY21	FY22	FY23
Director of Infrastructure & Development	I & D	31000	16	1	1	1	1	1
Deputy Director	I & D	31000	14	0	0	0	0	1
Supervisor Civil Engineer	I & D	31000	13	1	1	1	1	1
Surveyor I/II	I & D	31000	12	1	1	1	1	1
Project Engineer I/II/III/IV	I & D	31000	11	3	4	4	4	4
Associate Planner II/III	I & D	31000	10	2	2	2	0	0
Transportation Project - Coordinator / Specialist / Officer	I & D	31000	8/10/11	1	1	1	1	1
Construction Inspector Supervisor	I & D	31000	9	1	1	0	0	0
Sustainability Specialist	I & D	31000	8	0	0	0	1	0
Construction Inspector I/II/III/SR	I & D	31000	8/9	2	3	4	4	4
Associate Planner I	I & D	31000	8	1	1	1	0	0
Drafting Supervisor	I & D	31000	8	1	1	1	1	1
CAD Drafter	I & D	31000	6	2	2	2	2	2
Planning Technician / Associate Planner I/II/III/SR	I & D	31000	5/8/10	1	1	1	4	4
Administrative Assistant I/II/III	I & D	31000	5	1	1	1	1	1
Survey Technician I/II/III/IV	I & D	31000	2/5	2	2	2	2	2
Sustainability - Coordinator / Specialist / Officer	I & D	31000	7/8/10	0	1	1	0	1
Total Infrastructure and Development	I & D	31000		20	23	23	23	24
Streets 31150	FO	31150						
Street Supervisor	FO	31150	8	1	1	1	1	1
Field Ops Tech - Crew Leader (Streets)	FO	31150	7	1	1	1	1	1
Field Operations Technician I / II / III/ IV	FO	31150	4/5/6	8	8	8	8	8
Total 31150 Streets	FO	31150		10	10	10	10	10
Collection/Disposal 32061	FO	32061						
Sanitation Manager	FO	32061	10	1	1	1	1	1
Sanitation Supervisor	FO	32061	7	1	1	1	1	0
Field Ops Tech - Crew Leader (Sanitation)	FO	32061	7	0	0	0	0	1
Field Operations Technician I / II / III/ IV	FO	32061	4/5/6	8	8	8	8	8
Americorp Volunteer	FO	32061		1	0	0	0	0
Total Collection/Disposal	FO	32061		11	10	10	10	10
Recycling 32062	FO	32062						
Field Operations Technician I / II / III/ IV	FO	32062	4/5/6	2	2	2	2	2
Total Recycling	FO	32062		2	2	2	2	2
Fleet Maintenance 34064	FO	34064						
Garage Supervisor	FO	34064	9	1	1	1	1	1
Automotive Mechanic I / II / III / SR (One position frozen)	FO	34064	6/7	4	4	4	4	4
Administrative Office Associate II/III	FO	34064	3/4	1	1	0	0	0
Administrative Assistant I/II/III	FO	34064	5	0	0	1	1	1
Total Fleet Maintenance	FO	34064		6	6	6	6	6
Carpenter Shop 35000	FO	35000						
Carpenter Supervisor	FO	35000	6	1	1	1	0	0
Special Projects Supervisor	FO	35000	7	0	0	0	1	1
Painter	FO	35000	2	1	1	0	0	0
Carpenter I/II/III	FO	35000	5/6	0	0	1	1	1
Total Carpenter Shop	FO	35000		2	2	2	2	2
Salisbury Zoo 40000	ABC	40000						
Zoo Director	ABC	40000	13	1	1	1	1	1
Zoo Veterinarian	ABC	40000	12	0	0	1	1	1
Marketing/Development	ABC	40000	10	1	1	1	1	0
Marketing and Outreach Manager	ABC	40000	10	0	0	0	0	1
Education Curator	ABC	40000	9	1	1	1	1	1
Animal Health Coordinator	ABC	40000	8	1	1	0	0	0
Veterinary Technician/Keeper	ABC	40000	8	0	0	1	1	1
Collections Operations Manager	ABC	40000	10	0	0	1	1	1

Authorized Positions Schedule

Position Title	Division	Org	FY23 Grade	FY19	FY20	FY21	FY22	FY23
Lead Zoo Keeper	ABC	40000	8	1	1	0	0	0
Collection Registrar	ABC	40000	8	1	1	1	1	1
Chief Accounts Clerk	ABC	40000	6	1	1	0	0	0
Administrative Assistant I/II/III	ABC	40000	5	0	0	1	1	1
Education Technician I/II/III	ABC	40000	5/7	1	1	1	1	1
Zookeeper I / II/ III / IV / SR	ABC	40000	4/5/7	5	5	5	5	5
Groundskeeper	ABC	40000	4	1	1	1	1	1
Total Salisbury Zoo	ABC	40000		14	14	15	15	15
Parks 45000	FO	45000						
Parks Manager	FO	45000	10	0	0	0	0	1
Parks Supervisor	FO	45000	8	1	1	1	1	0
Horticulturist	FO	45000	6	1	1	1	0	0
Field Operations Technician - Crew Leader	FO	45000	7	0	0	0	1	1
Field Operations Technician - I/II/III/IV (One position frozen)	FO	45000	4/5/6	1	1	1	6	6
Parks Maintenance Worker I/II/III	FO	45000	4	5	5	5	0	0
Total Parks	FO	45000		8	8	8	8	8
Parks Rec 45001								
Events Technical Manager	FO	45001	10	0	0	0	0	1
Events Technical Specialist	FO	45001	7	0	0	0	0	1
Total Parks Rec	FO	45001		0	0	0	0	2
Parking Authority 31154								
Parking Supervisor	PK/FO	31154	7	1	1	1	1	1
Parking Revenue Clerk I/II/III	PK/FO	31154	3	1	1	1	1	1
Parking Maintenance Worker I/II/III	PK/FO	31154	3/4	1	1	1	1	1
Parking Enforcement Officer I/II	PK/FO	31154	3	1	1	1	1	1
Total Parking Authority	PK/FO	31154		4	4	4	4	4
Street Sweeping 60820	FO	60820						
Field Operations Technician I/II/III/IV	FO	60820	4/5/6	3	3	3	3	3
Total Street Sweeping	FO	60820		3	3	3	3	3
Water Engineering 81080								
Project Engineer	I & D	81080	11/12	1	0	0	0	0
Total Water Engineering	I & D	81080		1	0	0	0	0
Water Fund Billing 81570	WW	81570						
Utility Billing Supervisor	WW	81570	8	1	1	1	1	1
Cashier I/II/III	WW	81570	4	1	1	1	1	1
Total Water Fund Billing	WW	81570		2	2	2	2	2
Water Plant 82075	WW	82075						
Superintendent Water Treatment Plant	WW	82075	13	1	1	1	1	1
Asst Water Treatment Plant Supt	WW	82075	10	1	1	1	1	1
Water Plant Maint Operator I/II	WW	82075	9	1	1	1	2	2
Water Treatment Plant Operator I/II/III/SR	WW	82075	7/8/9	8	8	8	8	8
Quality Control/Sample Technician I/II/III/SR	WW	82075	5/6/7	1	1	1	1	1
Administrative Office Associate	WW	82075	4	1	1	0	0	0
Administrative Assistant I/II/III	WW	82075	5	0	0	1	1	1
Total Water Plant	WW	82075		13	13	13	14	14
Utilities Water 82076	WW	82076						
Superintendent Utilities	WW	82076	12	1	1	1	1	1
Utility Section Chief	WW	82076	8	2	2	2	2	2
Utility Supervisor	WW	82076	7	0	0	0	0	0
Administrative Assistant I/II/III	WW	82076	5	1	1	1	0	0
Utility Technician I / II / III / SR (One position frozen)	WW	82076	5/6/7	5	5	5	5	5
Utility Locator I/ II/ III/ SR	WW	82076	5/6/7	1	1	1	1	1

Authorized Positions Schedule

Position Title	Division	Org	FY23 Grade	FY19	FY20	FY21	FY22	FY23
Meter Technician I/II/III	WW	82076	3/4	1	1	1	2	2
Meter Reader I/II	WW	82076	3	1	1	1	0	0
Total Utilities Water	WW	82076		12	12	12	11	11
83000 Water Administration								
Director Water Works	WW	83000	16	1	1	1	1	1
Water Works Program - Coordinator / Specialist / Administrator	WW	83000	8	1	1	1	1	1
Total Water Administration	WW	83000		2	2	2	2	2
Sewer Engineering 84080								
Construction Inspector	I & D	84080	8	1	0	0	0	0
Total Sewer Engineering	I & D	84080		1	0	0	0	0
Sewer Billing 85070	WW	85070						
Finance Director	WW	85070	16	1	1	1	1	1
Accountant II/III	WW	85070	11/12	1	1	1	1	1
Utility Billing Clerk I/II/III	WW	85070	5	2	2	2	2	2
Total Sewer Billing	WW	85070		4	4	4	4	4
Wastewater Treatment 86083	WW	86083						
Superintendent WWTP	WW	86083	13	1	1	1	1	1
Asst WWTP Superintendent	WW	86083	11	0	0	0	0	0
WWTP Operations Chief	WW	86083	10	1	1	1	1	1
Laboratory Supervisor	WW	86083	9	1	1	1	1	1
WWTP Maintenance Chief	WW	86083	10	1	1	1	1	1
Biosolids Manager	WW	86083	9	1	1	1	1	1
WWTP Shift Supervisor	WW	86083	9	0	0	0	0	0
Materials Supervisor	WW	86083	8	1	1	1	1	1
Chemist	WW	86083	8	0	0	0	0	0
Electrician Supervisor	WW	86083	9	1	1	1	1	1
Biosolids Operator I/II/III	WW	86083	6/7	1	3	3	3	3
CMMS Tech	WW	86083	5	1	1	1	1	1
Instrumentation Tech	WW	86083	6	1	1	1	0	0
WWTP Operator I / II / III / SR	WW	86083	7/8/9	11	9	9	9	9
Plant Mechanic I/II	WW	86083	6/7	5	5	5	0	0
Administrative Assistant I/II/III	WW	86083	5	1	1	1	1	1
Lab Technician I/II/III	WW	86083	6/7	2	2	2	2	2
Assistant Plant Mechanic / Plant Mechanic I/II/III	WW	86083	5/6/7	1	1	1	7	7
Groundskeeper	WW	86083	4	1	1	1	1	1
Total Wastewater Treatment	WW	86083		31	31	31	31	31
Utilities Sewer 86085	WW	86085						
Assistant Utilities Superintendent	WW	86085	9	1	1	1	1	1
Utility Section Chief	WW	86085	8	2	2	2	2	2
Utility Tech I / II / III	WW	86085	5/6/7	7	7	7	7	7
Meter Tech I/II/III	WW	86085	3/4	1	1	1	2	2
Water Meter Reader I/II	WW	86085	3/6	1	1	1	0	0
Total Utilities Sewer	WW	86085		12	12	12	12	12
Pretreatment Monitoring 86086	WW	86086						
Pretreatment Coordinator	WW	86086	9	1	1	1	1	1
Pretreatment Technician I/II/III/SR	WW	86086	5/6	2	2	2	2	2
Total Pretreatment Monitoring	WW	86086		3	3	3	3	3
Grand Totals				435	435	436	455	460

Department	Division	FY19	FY20	FY21	FY22	FY23
City Clerk		2	2	2	2	2
Mayor's Office		5	4	4	5	5
	Public Information Office	1	2	2	2	2
Human Resources		3	3	3	5	5
Arts, Business & Culture	Business Development	2	2	2	3	4
	Zoo	14	14	15	15	15
Finance	Accounting	9	10	10	11	11
	Water Billing	2	2	2	2	2
	Sewer Billing	4	4	4	4	4
Procurement		4	4	4	4	4
Information Services	Information Technology	4	4	4	6	7
	GIS	2	2	2	2	2
Police	Sworn	102	103	103	103	103
	Non-Sworn	18	16	16	17	17
	Public Safety Communications	14	13	13	13	13
	Animal Control	2	2	2	2	2
Fire	Sworn	73	73	73	85	85
	Non-Sworn	3	3	3	3	3
	Volunteer	0	1	1	1	1
Housing & Community Development		13	13	13	13	13
Infrastructure & Development						
	Engineering	20	23	23	23	24
	Water Engineering	1	0	0	0	0
	Sewer Engineering	1	0	0	0	0
	Planning & Development	1	1	1	1	1
	Plan Review/Inspections	4	4	4	4	4
Field Operations						
	Field Ops Administration	6	6	6	5	5
	Streets	10	10	10	10	10
	Traffic	6	6	6	6	6
	Parking	4	4	4	4	4
	Street Cleaning	3	3	3	3	3
	Waste Collection/Disposal	11	10	10	10	10
	Recycling	2	2	2	2	2
	Fleet Management	6	6	6	6	6
	Carpenter	2	2	2	2	2
	Parks	8	8	8	8	10
Water Works						
	Water Administration	2	2	2	2	2
	Water Treatment	13	13	13	14	14
	Water Utilities	12	12	12	11	11
	Wastewater Treatment	31	31	31	31	31
	Sewer Utilities	12	12	12	12	12
	Pretreatment Monitoring	3	3	3	3	3
	Totals	435	435	436	455	460

Pay Scale
Grade and Step Schedule

Grade	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	Step 25	26	27	28	29	30
3	25,935	26,453	26,982	27,522	28,073	28,634	29,207	29,791	30,387	30,994	31,614	32,246	32,891	33,549	34,220	34,905	35,603	36,315	37,041	37,782	38,538	39,308	40,094	40,896	41,714	42,548	43,399	44,267	45,153	46,056
4	28,009	28,570	29,141	29,724	30,318	30,925	31,543	32,174	32,817	33,474	34,143	34,826	35,523	36,233	36,958	37,697	38,451	39,220	40,004	40,804	41,620	42,453	43,302	44,168	45,051	45,952	46,871	47,808	48,765	49,740
5	30,251	30,856	31,473	32,103	32,745	33,400	34,068	34,749	35,444	36,153	36,876	37,613	38,366	39,133	39,916	40,714	41,528	42,359	43,206	44,070	44,951	45,850	46,767	47,703	48,657	49,630	50,623	51,635	52,668	53,721
6	32,670	33,324	33,990	34,670	35,363	36,071	36,792	37,528	38,278	39,044	39,825	40,621	41,434	42,263	43,108	43,970	44,849	45,746	46,661	47,594	48,546	49,517	50,508	51,518	52,548	53,599	54,671	55,764	56,880	58,017
7	35,283	35,989	36,709	37,443	38,192	38,956	39,735	40,529	41,340	42,167	43,010	43,870	44,748	45,643	46,555	47,487	48,436	49,405	50,393	51,401	52,429	53,478	54,547	55,638	56,751	57,886	59,044	60,225	61,429	62,658
8	38,107	38,869	39,647	40,439	41,248	42,073	42,915	43,773	44,648	45,541	46,452	47,381	48,329	49,295	50,281	51,287	52,313	53,359	54,426	55,515	56,625	57,757	58,913	60,091	61,293	62,519	63,769	65,045	66,346	67,672
9	41,155	41,979	42,818	43,674	44,548	45,439	46,348	47,275	48,220	49,185	50,168	51,172	52,195	53,239	54,304	55,390	56,498	57,628	58,780	59,956	61,155	62,378	63,625	64,898	66,196	67,520	68,870	70,248	71,653	73,086
10	44,447	45,336	46,242	47,167	48,111	49,073	50,054	51,055	52,076	53,118	54,180	55,264	56,369	57,497	58,647	59,819	61,016	62,236	63,481	64,750	66,046	67,366	68,714	70,088	71,490	72,920	74,378	75,866	77,383	78,931
11	48,003	48,963	49,943	50,942	51,960	53,000	54,060	55,141	56,244	57,369	58,516	59,686	60,880	62,098	63,339	64,606	65,898	67,216	68,561	69,932	71,331	72,757	74,212	75,697	77,210	78,754	80,329	81,936	83,575	85,246
12	51,844	52,881	53,938	55,017	56,117	57,240	58,384	59,552	60,743	61,958	63,197	64,461	65,750	67,065	68,407	69,775	71,170	72,594	74,045	75,526	77,037	78,578	80,149	81,752	83,387	85,055	86,756	88,491	90,261	92,066
13	55,991	57,111	58,253	59,418	60,606	61,818	63,055	64,316	65,602	66,914	68,253	69,618	71,010	72,430	73,879	75,356	76,864	78,401	79,969	81,568	83,200	84,864	86,561	88,292	90,058	91,859	93,696	95,570	97,482	99,431
14	60,470	61,679	62,913	64,171	65,455	66,764	68,099	69,461	70,850	72,267	73,713	75,187	76,691	78,224	79,789	81,385	83,012	84,673	86,366	88,093	89,855	91,652	93,485	95,355	97,262	99,207	101,191	103,215	105,280	107,385
15	65,309	66,615	67,947	69,306	70,692	72,106	73,548	75,019	76,519	78,050	79,611	81,203	82,827	84,484	86,173	87,897	89,655	91,448	93,277	95,142	97,045	98,986	100,966	102,985	105,045	107,146	109,289	111,475	113,704	115,978
16	70,532	71,943	73,382	74,849	76,346	77,873	79,431	81,019	82,640	84,293	85,978	87,698	89,452	91,241	93,066	94,927	96,826	98,762	100,737	102,752	104,807	106,903	109,041	111,222	113,447	115,716	118,030	120,391	122,799	125,255
17	76,174	77,698	79,252	80,837	82,454	84,103	85,785	87,500	89,250	91,035	92,856	94,713	96,608	98,540	100,510	102,521	104,571	106,663	108,796	110,972	113,191	115,455	117,764	120,119	122,522	124,972	127,472	130,021	132,622	135,274
18	82,269	83,914	85,593	87,305	89,051	90,832	92,648	94,501	96,391	98,319	100,286	102,291	104,337	106,424	108,552	110,723	112,938	115,197	117,501	119,851	122,248	124,692	127,186	129,730	132,325	134,972	137,671	140,424	143,233	146,097

			1	2	3	4	5	6
Probationar	1		38,250					
Probationar	1P		43,758					
FF/EMT 1	2		40,163	40,966	41,785	42,621	43,473	44,343
FF/PM 1	2P		45,946	46,865	47,802	48,758	49,733	50,728
Driver/EMT	3		41,367	42,195	43,039	43,899	44,777	45,673
Driver/PM	3P		47,324	48,271	49,236	50,221	51,225	52,250
Sergeant	4		43,436	44,304	45,191	46,094	47,016	47,957
Sergeant	4P		49,690	50,684	51,698	52,732	53,787	54,862
LT	5		52,672	53,725	54,800	55,896	57,014	58,154
CPT	6		55,938	57,056	58,197	59,361	60,549	61,760
AC	7		59,294	60,480	61,689	62,923	64,182	65,465
DC	8		62,851	64,108	65,391	66,698	68,032	69,393
FC	9		66,623	67,955	69,314	70,700	72,114	73,557

7	8	9	10	11	12	13	14	15
45,229	46,134	47,057	47,998	48,958	49,937	50,936	51,954	52,994
51,743	52,777	53,833	54,910	56,008	57,128	58,271	59,436	60,625
46,586	47,518	48,468	49,438	50,427	51,435	52,464	53,513	54,583
53,295	54,361	55,448	56,557	57,688	58,842	60,019	61,219	62,443
48,916	49,894	50,892	51,910	52,948	54,007	55,087	56,189	57,313
55,960	57,079	58,220	59,385	60,572	61,784	63,020	64,280	65,566
59,317	60,503	61,714	62,948	64,207	65,491	66,801	68,137	69,499
62,995	64,255	65,540	66,851	68,188	69,551	70,942	72,361	73,808
66,774	68,110	69,472	70,862	72,279	73,724	75,199	76,703	78,237
70,781	72,197	73,641	75,113	76,616	78,148	79,711	81,305	82,931
75,028	76,528	78,059	79,620	81,213	82,837	84,494	86,183	87,907

16	17	18	19	20	21	22	23	24
54,053	55,135	56,237	57,362	58,509	59,679	60,873	62,090	63,332
61,837	63,074	64,335	65,622	66,935	68,273	69,639	71,031	72,452
55,675	56,789	57,924	59,083	60,264	61,470	62,699	63,953	65,232
63,692	64,966	66,265	67,591	68,943	70,321	71,728	73,162	74,626
58,459	59,628	60,821	62,037	63,278	64,543	65,834	67,151	68,494
66,877	68,214	69,579	70,970	72,390	73,837	75,314	76,820	78,357
70,889	72,307	73,753	75,228	76,733	78,268	79,833	81,430	83,058
75,285	76,790	78,326	79,893	81,490	83,120	84,783	86,478	88,208
79,802	81,398	83,026	84,686	86,380	88,108	89,870	91,667	93,500
84,590	86,282	88,007	89,767	91,563	93,394	95,262	97,167	99,110
89,665	91,458	93,288	95,153	97,056	98,998	100,978	102,997	105,057

25	26	27	28	29	30
64,599	65,891	67,209	68,553	69,924	71,322
73,901	75,379	76,887	78,424	79,993	81,593
66,537	67,868	69,225	70,609	72,022	73,462
76,118	77,640	79,193	80,777	82,393	84,041
69,864	71,261	72,686	74,140	75,623	77,135
79,924	81,523	83,153	84,816	86,512	88,243
84,719	86,414	88,142	89,905	91,703	93,537
89,972	91,772	93,607	95,479	97,389	99,336
95,370	97,278	99,223	101,208	103,232	105,297
101,093	103,114	105,177	107,280	109,426	111,614
107,158	109,301	111,487	113,717	115,991	118,311

APPENDIX B
WCCO/MSP Pay Rerite, FY2014

FY22 SPD Pay Scale	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19
Police Officer Trainee	45,960																		
Police Officer	45,960	48,051	49,133	50,237	51367	52,524	53,705	54,914	56,150	57,413	58,705	60,026	61,376	62,757	64,169	65,613	67,089	68,598	70,143
Police Officer 1st Class (PFC)	51,400	52,584	53,794	55,033	56,268	57,534	58,829	60,153	61,506	62,890	64,304	65,752	67,231	68,744	70,290	71,872	73,490	75,142	76,833
Senior Police Officer (SPO)	52,886	54,103	55,349	56,622	57,925	59,259	60,592	61,956	63,350	64,775	66,232	67,723	69,246	70,804	72,398	74,027	75,692	77,395	79,137
Master Police Officer (MPO)	54,417	55,670	56,951	58,262	59,603	60,975	62,378	63,814	65,250	66,718	68,219	69,754	71,323	72,928	74,569	76,247	77,963	79,716	81,510
Corporal (Secondary Squad Supervisor)	61,196	62,605	64,045	65,520	67,028	68,536	70,078	71,655	73,267	74,915	76,601	78,324	80,087	81,890	83,731	85,616	87,542	89,512	91,525
Senior Corporal (Secondary Squad Supervisor)	63,031	64,482	65,966	67,486	69,039	70,592	72,180	73,805	75,464	77,163	78,900	80,674	82,490	84,346	86,243	88,185	90,168	92,197	94,272
Sergeant (Squad Supervisor)	64,922	66,416	67,945	69,510	71,111	73,845	75,507	77,205	78,942	80,719	82,535	84,392	86,291	88,233	90,218	92,248	94,323	96,445	98,616
Lieutenant (Squad Commander)	70,897	72,528	74,198	75,905	77,653	79,440	81,227	83,097	84,967	86,878	88,834	90,832	92,876	94,966	97,102	99,287	101,521	103,806	106,140
Captain (Division Commander)	78,736	80,548	82,402	84,256	86,240	88,224	90,255	92,333	94,411	96,535	98,707	100,928	103,199	105,520	107,895	110,322	112,805	115,343	117,938
Major (Division Commander)	85,863	87,839	89,861	91,883	94,046	96,210	98,426	100,640	102,905	105,220	107,587	110,008	112,483	115,015	117,602	120,248	122,954	125,720	128,549
Colonel (Assistant Chief of Police)	93,264	95,411	97,607	99,803	102,152	104,503	106,909	109,313	111,773	114,289	116,860	119,489	122,177	124,927	127,737	130,612	133,551	136,555	139,627
Chief of Police (Department Head)	98,928	101,206	103,535	105,918	108,300	110,850	113,403	115,954	118,563	121,231	123,959	126,748	129,600	132,516	135,497	138,546	141,663	144,850	148,110

INTER

OFFICE

MEMO

Department of Finance

To: Julia Glanz, City Administrator
From: Keith Cordrey, Director of Finance Department
Subject: FY23 Budget Ordinances
Date: 04/21/2021

KAC

Please find attached the FY23 Budget Ordinance. This ordinance establishes the appropriations necessary to operate the City during FY22. It also authorizes project and grant funding.

Unless you or the Mayor has further questions, please forward this Ordinance to the Salisbury City Council.