

Comparison of June 20 and July 23 Proposed Pay Adjustments

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Department	Market Index	Adjustment		Adjustment		Pct. Inc.	Pct. Inc.	Explanation
		To Min Needed	To Min Needed	To Min Needed	To Min Needed			
ADMINISTRATION, COMMUNICATION, FACILITIES	101.8%	\$ 2,697	\$ 2,697	0.3%	\$ 2,697	0.3%		
BUILDING AND NEIGHBORHOOD SERV.	90.3%	\$ 13,459	\$ 13,459	1.0%	\$ 24,869	2.1%		Confirmed classification of inspectors and plan reviewers.
ENGINEERING	92.4%	\$ 4,274	\$ 4,274	0.5%	\$ 4,274	0.5%		
FINANCE, REVENUE, PURCH, COURT	97.8%	\$ 12,695	\$ 12,695	0.8%	\$ 12,695	0.8%		
FIRE	89.7%	\$ 21,571	\$ 21,571	0.3%	\$ 122,070	1.7%		Firefighter, Captain, Assistant Chief, and Deputy Chief up one grade. (Firefighter close to next grade; matched others to data one level higher)
HUMAN RESOURCES	90.4%	\$ 7,796	\$ 7,796	1.4%	\$ 9,977	2.0%		
LEGAL	80.9%	\$ 6,078	\$ 6,078	3.0%	\$ 6,078	3.0%		
IT	85.0%	\$ 20,927	\$ 20,927	2.4%	\$ 20,927	2.4%		
PARKS	95.3%	\$ 10,814	\$ 10,814	0.7%	\$ 11,026	0.8%		
PLANNING & SUSTAINABILITY	89.5%	\$ 8,936	\$ 8,936	1.0%	\$ 8,936	1.0%		
POLICE	94.8%	\$ 38,659	\$ 38,659	0.6%	\$ 91,135	1.3%		Police Officer and Police Lieutenant up one grade. (Police Officer to = Firefighter; Lt. more like Police Capt.)
SANITATION & ENV. SERVICES	98.2%	\$ 8,410	\$ 8,410	0.5%	\$ 10,432	0.6%		Elimination of Hvy Equip Oper; manager job up one grade.
STREETS	92.5%	\$ 54,502	\$ 54,502	2.1%	\$ 47,345	1.8%		Elimination of Hvy Equip Oper.
WATER	92.6%	\$ 30,501	\$ 30,501	1.0%	\$ 25,574	0.9%		Elimination of Hvy Equip Oper; one Asst Supt job down one grade.
CITY TOTAL	92.8%	\$ 241,317	\$ 241,317	0.8%	\$ 398,033	1.3%		

Note: left Fire Trainee and Police Trainee jobs in Grade D and created steps that mirror training progression.