

## EXECUTIVE SUMMARY

### **Background**

The City of Charlotte is committed to fostering an inclusive environment where employees can carry out their job responsibilities while feeling a sense of belonging and being comfortable as their true, authentic selves. Human Resource programs are developed and implemented in alignment with the Human Resources philosophy adopted by City Council. The City of Charlotte is dedicated to attracting and retaining qualified, productive, and engaged employees who will deliver efficient and effective services to the Charlotte community.

Recommendations for Compensation and Benefits are guided by our mission to help employees thrive by creating a work environment that embraces diversity and acknowledges and values the distinct and evolving needs of the city's workforce throughout various career stages.

### **FY 2025 guiding principles:**

- The primary form of pay utilized to ensure market competitiveness is base pay. City Council's approved policy states that market competitiveness for a specific job is determined by the median of actual salaries paid in the relevant recruitment area for jobs of a similar nature.
- Pay will typically be determined by performance while considering market conditions.
- Employees may also be rewarded for attaining specific skills which helps them and the city meet our goals.
- Benefits plans will provide an appropriate level of income protection against unexpected health, life, and disability risks.
- Health care costs will be aggressively managed with employees sharing in the cost of benefits.
- Wellness initiatives, inclusive of behavioral health initiatives, will be integrated across Human Resource programs.

### **Awards and Recognitions**

- Recognized Healthiest 100 Workplaces in America. The city ranked 37<sup>th</sup>.
- Winner Charlotte Business Journal Regions 2023 Healthiest Employers of Greater Charlotte.
- Recipient of the Gold Well Workplace Award, given by Wellness Council of America.

### **Survey of Market Conditions and Market Competitiveness**

Market competitiveness is determined through an on-going survey process of the compensation and benefits practices of other employers. Human Resources recently conducted a review of local, regional, and national salary trends, as well as an evaluation of employer benefits practices. Competitive survey data was collected and analyzed from multiple consulting firms representing a significant number of employers. A summary of the average market movement can be found in Attachment A.

## Survey Findings

- According to Payscale's 2024 Salary Budget Survey, despite the cooling of market conditions, 78 percent of U.S. organizations predict salary increase budgets will be the same or higher than last year due to an easing fear of recession. The planned distribution of average base pay increases for 2024 is 4.1 percent.
- Mercer Consulting's *December 2023 U.S. Compensation Planning Survey* reports that projected compensation budgets are holding steady over the past several months. Merit increase budgets for 2024 are tracking at 3.8 percent.
- World at Work's article, *Workspan Daily December 2023*, states "While both inflation and the labor market's voluntary turnover rate may actually be dropping, organizations are continuing to use compensation as a main driver to distinguish themselves from competitors." Their aggregation of national survey data indicates salary increase budgets for 2024 of 4.1 percent.
- According to the International Foundation of Employee Benefits *Healthcare Costs Pulse Survey: 2024 Cost Trend*, most medical plan costs will increase for the 2024 plan year. The expected median increase is 7.0 percent. The primary reasons include higher utilization due to chronic health conditions; catastrophic claims; specialty/costly prescription drugs; cell and gene therapy; medical provider costs, and higher stop-loss insurance premiums. Benefit initiatives with the most anticipated impact to cost include utilization control initiatives; cost sharing initiatives; work and wellness programs; purchasing initiatives; and plan design initiatives.
- *Mercer's Health and Benefit Strategies for 2023* report indicates healthcare affordability is a top concern for many workers, in particular low-wage earners or those coping with a chronic medical condition. In addition, both telemedicine and onsite care provide care at a lower cost and have the added benefit of greater convenience, which employees at all pay levels appreciate.
- *Mercer's 2023 National Survey of Employer-Sponsored Health Plans* indicates the per-employee cost of employer-sponsored health insurance rose by 5.2% on average in 2023 reaching \$15,797. Prescription drug cost is driving overall health benefit cost. In addition, the majority of large employers (60%) offered three or more health plan choices to help address healthcare affordability.
- According to the *2023 Society for Human Resource Management (SHRM) Benefits Survey*, the top ten benefits employers viewed as most important were health-related benefits, retirement savings and planning benefits; leave benefits; flexible work benefits; family care benefits; professional and career development benefits; financial (non-retirement) benefits; wellness benefits; education benefits; technology benefits; transportation benefits; and housing and relocation benefits.

## FY 2025 COMPENSATION

### Public Safety Pay Plan

The City of Charlotte's Public Safety Pay Plan, as shown in **Attachments B and C**, covers all Fire classifications below the rank of Battalion Fire Chief and all Police classifications below the rank of Police Lieutenant . There are two components to the Public Safety Pay Plan; the first is progression through the steps, and the second is market adjustments to the steps. The following recommendations are proposed:

- All merit steps of the FY 2025 Public Safety Pay Plan to be funded.
- A market adjustment to the pay steps of 2.5 percent, effective July 6, 2024 (**Attachment B**).
- Revisions to Fire and Police steps effective November 9, 2024 (**Attachment C**):
  - Add a 5 percent step to the top of Firefighter I.
  - Increase the top step seven for Fire Engineer from 2.5 percent to 5 percent above step six.
  - Eliminate Fire Captain step one and add a 2.5 percent step to the top of Fire Captain.
  - Increase Senior Police Officer IV from 2.5 percent to 5 percent above Senior Police Officer III. Enhance eligibility for this classification to include all employees that have been a Senior Police Officer III for at least one-year.
  - Eliminate Police Sergeant step one (1) and add a 2.5 percent step to the top of Police Sergeant.
- Allow for a one-time 2.5 percent lump sum payment in June 2025 for any Firefighter II that does not receive a promotion and is not eligible for a step increase in FY 2025.
- Update the pay cycle for Police Public Safety Pay Plan employees from a 28 day pay cycle to a 14 day pay cycle on or prior to January 4, 2025.

### Salaried Pay Plan

The City of Charlotte's Salaried Pay Plan covers all salaried exempt employees. Jobs are placed in traditional ranges, with each range having a minimum and maximum. There is no general pay (market) adjustment for employees in this pay plan, like the Public Safety and the Hourly Pay Plans. The following recommendations are proposed:

- Increase the personnel services budget to fund a 4 percent Salary Pay Plan pool.
- Merit pay decisions are determined by the employee's performance and their pay rate relative to the competitive rate for the specific job. Merit pay increases, which may be granted as a base pay adjustment and/or lump sum, are awarded on the employee's merit date, which may vary at different times throughout the year.
- A three percent market adjustment to the Salaried Pay Plan structure, effective July 6, 2024, as reflected in **Attachment D**. The impact of this recommendation will be to change the minimum and maximum rates of the pay grades to ensure the plan remains competitive in the marketplace. No employee will receive an increase due to this recommendation because no employee salary falls below the minimum of their respective pay grade.
- Adjust the salary pay guidelines to comply with the updated Fair Labor Standards Act regulations.

## Hourly Pay Plan

The City of Charlotte's Hourly Pay Plan covers hourly employees in labor, trades, and administrative positions. Jobs in the Hourly Pay Plan are placed in traditional ranges, with each range having a minimum and maximum. Typically, hourly employees receive an annual pay increase equal to the market adjustment to the Hourly Pay Plan and an annual merit increase. However, the last few years has seen certain job shortages and inflationary wage pressures in this labor market. To help address these concerns, the following recommendations are proposed:

- Two across-the-board pay increases of the greater of 2.5 percent or \$1,640 each (5 percent or \$3,280 total) - one effective July 6, 2024, and one effective November 2, 2024. Any resulting increase amount that will exceed the assigned pay grade maximum will be paid as a lump sum.
- A 3 percent market adjustment to the Hourly Pay Plan, effective July 6, 2024, as reflected in **Attachment E**. The impact of this recommendation will be to change the minimum and maximum rates of the pay grades to ensure the Plan remains competitive in the marketplace.
- A new minimum pay rate of \$47,840 for all non-temporary, full-time employees effective July 6, 2024, as reflected in **Attachment E**.

## Mayor and City Council Compensation and Expenses

After a review of Mayor and City Council pay rates, the following adjustments are recommended in FY 2025.

- Funding to support a compensation increase equivalent to hourly employees, which based on the current salary for Mayor and City Council would result in a increase of \$1,640 in both July and November.
- Allowance Adjustments based on the Consumer Price Index: The Mayor's allowances, as reflected in **Attachment F**, will: increase to \$11,202 for expenses; increase to \$5,938 for auto; and increase to \$5,987 for technology. The allowances for members of City Council, as reflected in **Attachment F**, will: increase to \$11,202 for expenses; increase to \$5,462 for auto; and increase to \$5,987 for technology.

## FY 2025 BENEFITS RECOMMENDATIONS

### **Funding for Insurance Coverages**

The following group insurance coverages are provided and consistent with the Human Resources Philosophy adopted by the City Council: medical, including prescription drug; medical stop-loss insurance; life; dental; employee assistance program; and disability coverage.

### **Health Coverage**

The City of Charlotte's medical insurance program is self-insured for active employees and non-Medicare retirees. Stop-loss insurance is purchased by the city to cover catastrophic claims that exceed \$500,000 per individual in a calendar year. Third-party claims administrators are retained to provide medical management services and pay medical and prescription drug claims. When budgeting for future costs, the two cost components of the medical insurance plan are the claims projected to be incurred and the administrative fees to be paid to the claim's administrators. BlueCross BlueShield NC is the medical claims administrator and CVS Caremark is the prescription drug plan administrator. The City of Charlotte has a fully insured medical and prescription drug plan administered by AmWINS for Medicare-eligible retirees.

The following recommendations are proposed:

### **Medical Plans**

- Authorize the City Manager or designee to make plan design changes within the overall health insurance budget.
- Recommendation to add family-forming benefits to the medical plan.

### **Prescription Drug Plan**

- Authorize the City Manager or designee to make plan design changes within the overall health insurance budget.

### **Active Employee Health Plan Premiums**

- For coverage effective January 1, 2025, increase weekly health plan premiums by \$1.00 to \$5.00, based on plan and tier.
- Provide the City Manager or designee the authority to establish the wellness incentive design within the overall health insurance budget.

### **Non-Medicare Retiree Health Plan Premiums**

- Effective, January 1, 2025, increase monthly health plan premiums by \$4.00 to \$28.00, based on plan and tier, for retirees with 20+ years of service.

### **Medicare-Eligible Retiree Health Plan**

- This plan is fully insured and currently administered by AmWINS. Since these plans are fully insured, it is recommended that the City Manager or designee be authorized to approve plan options, vendors, rates, and plan design changes to the medical and prescription drug plans upon receipt of renewal rates from the Administrator of the Medicare-eligible retiree coverage.

## **Stop Loss Insurance**

- The City of Charlotte currently contracts with BlueCross BlueShield of North Carolina for stop-loss insurance to provide protection against catastrophic or unpredictable medical claims. The city will be conducting a rebidding process for stop-loss insurance. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor, execute the contract and contract amendments with the selected vendor and set the plan design upon completion of the rebidding process.

## **Spouse and Dependent Provision**

- Recommended technical adjustment to auto-enroll surviving spouses and dependents covered by the city's health plan in their current health plan for thirty days prior to requiring decisions about surviving spouse and dependent provisions.
- Amend the Surviving Spouse provision for employees killed in the line of duty so that the city will cover the full premium for their healthcare insurance while they remain eligible for coverage.

## **Employee Health Clinic**

- The employee health clinic is administered by Marathon Health. A rebid process will be conducted for healthcare, wellness, and occupational health services. It is recommended that the City Manager or his designee be authorized to select a vendor(s) and execute the contract and future contract amendments with the selected vendor(s) upon completion of the rebidding process.
- It is recommended to provide an option for employees who retire, but are not eligible for retiree healthcare, to purchase access to the employee health clinic.

## **Dental Plan**

- The city is conducting a rebidding process. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor(s), execute the contract and contract amendments, and make plan design changes upon completion of the rebidding process. This plan is fully insured, and the 2025 premiums are expected to increase by 15-20 percent.

## **Short-Term Disability**

- Effective January 1, 2025, the following plan design changes are recommended:
  - Increase the benefit from 60 percent to 70 percent of salary.
  - Change the requirement from exhaustion of all sick leave to exhaustion of 17 weeks of sick leave, if available, to become eligible for the benefit.

## **Benefits Administration**

- The city may be conducting a rebidding process. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor(s) and execute the contract and contract amendments upon completion of the rebidding process.

## **COBRA Administration**

- The city may be conducting a rebidding process. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor(s) and execute the contract and contract amendments upon completion of the rebidding process.

## **Vision**

- The city will be conducting a rebidding process. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor(s), execute the contract and contract amendments, and make plan design changes upon completion of the rebidding process.

## **Wellness**

- The city will be conducting a bid process for wellness services. It is recommended that the City Manager or designee be authorized to select a vendor(s) and execute the contract(s) and contract amendments with the selected vendor(s) upon completion of the bidding process.

## **Shared Sick Leave Program**

- It is recommended that the City Manager or designee be authorized to modify the program to allow the return of all remaining hours in the shared sick leave bank to participants at the end of the plan year.

## **Vacation Donation Program**

- It is recommended that the City Manager or designee be authorized to create a vacation donation policy to allow employees to donate a limited amount of unused vacation to other employees.

## Attachments

Attachment A - **Market Movement Summary**

Summary of actual market movement for 2021-2024, 2025 projected market movement, and the five-year market movement average.

Attachment B - **Recommended FY 2025 Public Safety Pay Plan Structure Effective July 6, 2024**

New minimum, maximum and step rates in the Public Safety Pay Plan based on the 2.5 percent structural market adjustment recommended for FY 2025.

Attachment C - **Recommended FY 2025 Public Safety Pay Plan Structure Effective November 9, 2024**

Structural revisions to Public Safety Pay Plan recommended for FY 2025.

Attachment D - **Recommended FY 2025 Salaried Pay Plan Structure**

New minimum and maximum rates in the Salaried Pay Plan based on the 3 percent structural adjustment for FY 2025.

Attachment E - **Recommended FY 2025 Hourly Pay Plan Structure**

New minimum and maximum rates in the Hourly Pay Plan based on the 3 percent structural adjustment and the City's new minimum pay recommended for FY 2025.

Attachment F - **Recommended FY 2025 Mayor and City Council Compensation**

Recommended FY 2025 Mayor and City Council Compensation.



## Market Movement Summary (Average Percent Change)

Source	2021 Actual Market Movement	2022 Actual Market Movement	2023 Actual Market Movement	2024 Actual Market Movement	2025 Projected Market Movement	5 Year Average Market Movement
<b>National Statistics Provided by Payscale, Willis Towers Watson, Mercer</b>	2.9	3.4	3.9	4.2	4.0	3.7
<b>National Municipalities</b>	1.6	3.1	4.4	4.4	4.2	3.5
<b>Charlotte Area Municipalities</b>	3.7	4.3	6.4	4.0	TBD	4.6
<b>Large North Carolina Municipalities</b>	not available	not available	3.8	4.6	TBD	3.8
<b>Large Charlotte Employers (private sector)</b>	2.7	2.7	3.3	not available	not available	2.9
<b>City of Charlotte Salaried Pay Plan</b>	3.0	3.0	4.0	4.0	4.0	3.6

# Compensation and Benefits

## FY 2025 Public Safety Pay Plan Effective July 6, 2024

### FY 2025 STEP RATES IN THE PUBLIC SAFETY PAY PLAN

Pay rates shown are weekly and annual rates

#### POLICE DEPARTMENT

Initial increase at the end of recruit school and completion of field training (app 8 mos), then annually.

**New Hire**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	SPO I	SPO II	SPO III	SPO IV
<b>POLICE OFFICER 3102</b>	- \$1,127.36 <b>\$58,623</b>	5.0% \$1,183.73 <b>\$61,554</b>	5.0% \$1,242.92 <b>\$64,632</b>	10.0% \$1,367.21 <b>\$71,095</b>	5.0% \$1,435.56 <b>\$74,649</b>	5.0% \$1,507.34 <b>\$78,382</b>	5.0% \$1,582.71 <b>\$82,301</b>	5.0% \$1,661.85 <b>\$86,416</b>	5.0% \$1,744.94 <b>\$90,737</b>	2.5% \$1,788.55 <b>\$93,005</b>
<b>POLICE SERGEANT 3110</b>	- \$1,967.30 <b>\$102,300</b>	2.5% \$2,016.48 <b>\$104,857</b>	5.0% \$2,117.30 <b>\$110,100</b>	5.0% \$2,223.17 <b>\$115,605</b>						

**Police Incentives**

2nd Language, Training Officer 5%

2 Yr degree or Qualifying Military Service 5% (Sergeant not eligible)

4 Yr degree 10% (Sergeant not eligible)

#### FIRE DEPARTMENT

**New Hire**

	Step 1	Step 2	Step 3	Step 4								
<b>FIREFIGHTER I 3006</b>	- \$1,074.45 <b>\$55,871</b>	5.0% \$1,128.17 <b>\$58,665</b>	5.0% \$1,184.58 <b>\$61,598</b>	5.0% \$1,243.81 <b>\$64,678</b>								
<b>FIREFIGHTER II 3008</b>			Step 1 - \$1,128.17 <b>\$58,665</b>	Step 2 5.0% \$1,184.58 <b>\$61,598</b>	Step 3 5.0% \$1,243.81 <b>\$64,678</b>	Step 4 5.0% \$1,306.00 <b>\$67,912</b>	Step 5 5.0% \$1,371.30 <b>\$71,308</b>	Step 6 5.0% \$1,439.87 <b>\$74,873</b>	Step 7 5.0% \$1,511.85 <b>\$78,616</b>	Step 8 5.0% \$1,587.45 <b>\$82,547</b>		
<b>FF ENGINEER 3011</b>						Step 1 - \$1,306.00 <b>\$67,912</b>	Step 2 5.0% \$1,371.30 <b>\$71,308</b>	Step 3 5.0% \$1,439.87 <b>\$74,873</b>	Step 4 5.0% \$1,511.85 <b>\$78,616</b>	Step 5 5.0% \$1,587.45 <b>\$82,547</b>	Step 6 5.0% \$1,666.82 <b>\$86,675</b>	Step 7 2.5% \$1,708.49 <b>\$88,841</b>
<b>FIRE CAPTAIN 3016</b>	Step 1 - \$1,968.03 <b>\$102,338</b>	Step 2 2.5% \$2,017.23 <b>\$104,896</b>	Step 3 5.0% \$2,118.09 <b>\$110,141</b>	Step 4 2.5% \$2,171.04 <b>\$112,894</b>								

**Fire Incentives**

2nd Language, Haz-Mat, Search & Rescue, Dive, Aircraft Rescue 5%

2 Yr degree or Qualifying Military Service 5% (Captain not eligible)

4 Yr degree 10% (Captain not eligible)

# Compensation and Benefits

## FY 2025 Public Safety Pay Plan Effective November 9, 2024

### FY 2025 STEP RATES IN THE PUBLIC SAFETY PAY PLAN

Pay rates shown are weekly and annual rates

#### POLICE DEPARTMENT

Initial increase at the end of recruit school and completion of field training (app 8 mos), then annually.

New Hire

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	SPO I	SPO II	SPO III	SPO IV
<b>POLICE OFFICER</b>	-	5.0%	5.0%	10.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%
	\$1,127.36	\$1,183.73	\$1,242.92	\$1,367.21	\$1,435.56	\$1,507.34	\$1,582.71	\$1,661.85	\$1,744.94	\$1,832.19
<b>3102</b>	<b>\$58,623</b>	<b>\$61,554</b>	<b>\$64,632</b>	<b>\$71,095</b>	<b>\$74,649</b>	<b>\$78,382</b>	<b>\$82,301</b>	<b>\$86,416</b>	<b>\$90,737</b>	<b>\$95,274</b>
<b>POLICE SERGEANT</b>	-	5.0%	5.0%	2.5%						
	\$2,016.48	\$2,117.30	\$2,223.17	\$2,278.75						
<b>3110</b>	<b>\$104,857</b>	<b>\$110,100</b>	<b>\$115,605</b>	<b>\$118,495</b>						

#### Police Incentives

2nd Language, Training Officer 5%

2 Yr degree or Qualifying Military Service 5% (Sergeant not eligible)

4 Yr degree 10% (Sergeant not eligible)

#### FIRE DEPARTMENT

New Hire

	Step 1	Step 2	Step 3	Step 4	Step 5						
<b>FIREFIGHTER I</b>	-	5.0%	5.0%	5.0%	5.0%						
	\$1,074.45	\$1,128.17	\$1,184.58	\$1,243.81	\$1,306.00						
<b>3006</b>	<b>\$55,871</b>	<b>\$58,665</b>	<b>\$61,598</b>	<b>\$64,678</b>	<b>\$67,912</b>						
<b>FIREFIGHTER II</b>		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		
		-	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%		
		\$1,128.17	\$1,184.58	\$1,243.81	\$1,306.00	\$1,371.30	\$1,439.87	\$1,511.85	\$1,587.45		
<b>3008</b>		<b>\$58,665</b>	<b>\$61,598</b>	<b>\$64,678</b>	<b>\$67,912</b>	<b>\$71,308</b>	<b>\$74,873</b>	<b>\$78,616</b>	<b>\$82,547</b>		
<b>FF ENGINEER</b>					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
					-	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%
					\$1,306.00	\$1,371.30	\$1,439.87	\$1,511.85	\$1,587.45	\$1,666.82	\$1,750.16
<b>3011</b>					<b>\$67,912</b>	<b>\$71,308</b>	<b>\$74,873</b>	<b>\$78,616</b>	<b>\$82,547</b>	<b>\$86,675</b>	<b>\$91,008</b>
<b>FIRE CAPTAIN</b>	-	5.0%	2.5%	2.5%							
	\$2,017.23	\$2,118.09	\$2,171.04	\$2,225.32							
<b>3016</b>	<b>\$104,896</b>	<b>\$110,141</b>	<b>\$112,894</b>	<b>\$115,717</b>							

#### Fire Incentives

2nd Language, Haz-Mat, Search & Rescue, Dive, Aircraft Rescue 5%

2 Yr degree or Qualifying Military Service 5% (Captain not eligible)

4 Yr degree 10% (Captain not eligible)

**FY 2025 Salaried Pay Plan Structure  
Effective July 6, 2024**

<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Grade 1	\$49,836	\$62,295	\$77,869
Grade 2	\$52,328	\$65,410	\$81,763
Grade 3	\$54,945	\$68,681	\$85,851
Grade 4	\$57,691	\$72,114	\$90,143
Grade 5	\$60,577	\$75,721	\$94,652
Grade 6	\$63,606	\$79,507	\$99,384
Grade 7	\$66,786	\$83,482	\$104,353
Grade 8	\$70,125	\$87,656	\$109,570
Grade 9	\$73,631	\$92,038	\$115,048
Grade 10	\$77,312	\$96,641	\$120,801
Grade 11	\$81,179	\$101,473	\$126,842
Grade 12	\$85,237	\$106,547	\$133,183
Grade 13	\$89,499	\$111,874	\$139,842
Grade 14	\$93,974	\$117,467	\$146,834
Grade 15	\$98,673	\$123,341	\$154,177
Grade 16	\$103,606	\$129,508	\$161,884
Grade 17	\$108,787	\$135,983	\$169,979
Grade 18	\$114,226	\$142,782	\$178,478
Grade 19	\$119,937	\$149,921	\$187,402
Grade 20	\$125,934	\$157,418	\$196,772
Grade 21	\$138,527	\$173,159	\$216,449
Grade 22	\$152,381	\$190,476	\$238,095
Grade 23	\$167,619	\$209,523	\$261,904
Grade 24	\$184,380	\$230,476	\$288,094
Grade 25	\$202,819	\$253,523	\$316,904
Grade 26	\$233,241	\$291,551	\$364,439

**FY 2025 Hourly Pay Plan Structure  
Effective July 6, 2024**

<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Grade 1	\$-	\$-	\$-
Grade 2	\$47,840	\$47,840	\$48,742
Grade 3	\$47,840	\$47,840	\$51,179
Grade 4	\$47,840	\$47,840	\$53,736
Grade 5	\$47,840	\$47,840	\$56,424
Grade 6	\$47,840	\$47,840	\$59,245
Grade 7	\$47,840	\$49,765	\$62,207
Grade 8	\$47,840	\$52,254	\$65,317
Grade 9	\$47,840	\$54,867	\$68,583
Grade 10	\$47,840	\$57,610	\$72,013
Grade 11	\$48,393	\$60,492	\$75,615
Grade 12	\$50,813	\$63,517	\$79,396
Grade 13	\$53,354	\$66,693	\$83,366
Grade 14	\$56,022	\$70,028	\$87,534
Grade 15	\$58,823	\$73,528	\$91,910
Grade 16	\$61,765	\$77,206	\$96,508
Grade 17	\$64,853	\$81,066	\$101,333
Grade 18	\$68,095	\$85,119	\$106,399
Grade 19	\$71,500	\$89,375	\$111,718
Grade 20	\$75,074	\$93,843	\$117,304

In grades 2-6, the City minimum pay falls above the midpoint

In grades 7-10, the City minimum pay falls above the grade minimum

**Recommended FY 2025 Mayor and City Council Annual Compensation  
Effective November 2, 2024**

	<b>Salary<sup>1</sup></b>	<b>Expense Allowance</b>	<b>Auto Allowance</b>	<b>Technology Allowance</b>	<b>Total Compensation</b>
Mayor	\$46,161	\$11,202	\$5,938	\$5,987	\$69,288
Council Member	\$38,581	\$11,202	\$5,462	\$5,987	\$61,232

<sup>1</sup> Salary amounts reflect the result of a \$1,640 increase on both July 6, 2024 and November 2, 2024, equivalent to the minimum increase for hourly employees.