

Ordinance _____ Amending Ordinance 040919 (Amending Salaries and Wages for 2019)

EXHIBIT A - MATRIX

(Revised as of November 2019)

Key - Grade Level Compensation (Non-Police)

	<u>Minimum</u>	<u>Maximum</u>
	<u>Bi-Weekly Wages</u>	
Grade 1 Exempt	\$ 2,782.76	\$ 3,809.98
Town Manager ICMA-CM		
Town Manager Non-Credentialed		
Engineer P.E.		
Engineer No Licensure		
Director of Planning & Building AICP		
Director of Planning & Building Non-Credentialed		
Grade 2 Exempt	\$ 1,848.23	\$ 2,714.22
Public Works Commissioner		
Grade 3 Non-Exempt	\$ 16.86	\$ 27.65
Administrative Assistant		
Building Inspector B1/B2		
Building Inspector B1		
Building Inspector		
Infrastructure Inspector		
Street and Storm Water Supervisor		
Utility Billing Supervisor		
Wastewater Treatment Plant Supervisor		
Grade 4 Non-Exempt	\$ 13.73	\$ 19.57
Utility Billing Clerk		
Wastewater Operator		
Grade 5 Non-Exempt	\$ 12.43	\$ 18.86
General Laborer		
Secretary-Receptionist		

<u>Grade</u>	<u>Department/Position</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Pay Frequency</u>	<u>Classification</u>	<u>Maximum Regular Hours</u>
<u>Council</u>						
n/a	Council Member	\$ 2,250.00	\$ 2,250.00	Semi-Annually	Exempt	n/a
n/a	Council President	\$ 3,250.00	\$ 3,250.00	Semi-Annually	Exempt	n/a
<u>Clerk-Treasurer's Office</u>						
n/a	Clerk Treasurer	\$ 2,337.05	\$ 2,337.05	Bi-weekly	Exempt	n/a
3	Administrative Assistant	\$ 16.86	\$ 27.65	Bi-weekly	Non-Exempt	2088
<u>Administration</u>						
1	Town Manager - ICMA-CM	\$ 2,803.78	\$ 3,809.98	Bi-weekly	Exempt	n/a
1	Town Manager - No Certification	\$ 2,782.76	\$ 3,746.51	Bi-weekly	Exempt	n/a
<u>Engineering</u>						
1	Engineer - P.E. License	\$ 2,803.78	\$ 3,809.98	Bi-weekly	Exempt	n/a
1	Engineer - no License	\$ 2,782.76	\$ 3,746.51	Bi-weekly	Exempt	n/a
3	Infrastructure Inspector	\$ 16.86	\$ 27.65	Bi-weekly	Non-exempt	2088
<u>Planning and Building</u>						
1	Director - AICP	\$ 2,803.78	\$ 3,809.98	Bi-weekly	Exempt	n/a
1	Director - No Certification	\$ 2,782.76	\$ 3,746.51	Bi-weekly	Exempt	n/a
3	Building Inspector-B1 & B2	\$ 17.39	\$ 27.65	Bi-weekly	Non-Exempt	2088
3	Building Inspector-B1	\$ 17.12	\$ 27.38	Bi-weekly	Non-Exempt	2088
3	Building Inspector	\$ 16.86	\$ 25.34	Bi-weekly	Non-Exempt	2088
3	Administrative Assistant	\$ 16.86	\$ 27.65	Bi-weekly	Non-Exempt	2088
n/a	Intern - temporary position	\$ 10.00	\$ 15.00	Bi-weekly	Non-Exempt	n/a

<u>Grade</u>	<u>Department/Position</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Pay Frequency</u>	<u>Classification</u>	<u>Maximum Regular Hours</u>
<u>Public Works</u>						
2	Commissioner	\$ 1,848.23	\$ 2,714.22	Bi-weekly	Exempt	n/a
3	Wastewater Superintendent	\$ 16.86	\$ 27.65	Bi-weekly	Non-Exempt	2088
3	Street/Storm Water Superintendent	\$ 16.86	\$ 27.65	Bi-weekly	Non-Exempt	2088
4	WW Treatment Plant Operator	\$ 13.73	\$ 19.57	Bi-weekly	Non-Exempt	2088
5	General Laborer	\$ 12.43	\$ 17.74	Bi-weekly	Non-Exempt	2088
	<i>**Public Works Specialty Pay - Per Hour Additional</i>					
	CDL	\$ 0.24	\$ 0.24	Bi-weekly	Non-Exempt	2088
	MS4	\$ 0.75	\$ 0.75	Bi-weekly	Non-Exempt	2088
	WW II Plant Operator - Certified	\$ 0.36	\$ 0.36	Bi-weekly	Non-Exempt	2088
<u>Utility Billing</u>						
3	Utility Billing Supervisor	\$ 16.86	\$ 27.65	Bi-weekly	Non-Exempt	2088
4	Utility Billing Clerk	\$ 13.73	\$ 19.57	Bi-weekly	Non-Exempt	1515
<u>Police</u>						
n/a	Chief	\$ 85,000.00	\$ 95,000.00	Bi-weekly	Exempt	n/a
n/a	Assistant Chief	\$ 75,000.00	\$ 85,000.00	Bi-weekly	Exempt	n/a
n/a	Probation Officer - Start Date to End of Probation	\$ 43,000.00	\$ 43,000.00	Bi-weekly	Non-Exempt	2088
n/a	2nd Class Officer - End of Probation to 3.0 yrs.	\$ 45,000.00	\$ 45,000.00	Bi-weekly	Non-Exempt	2088
n/a	1st Class Officer - 3.01 years to 5.0 years	\$ 49,000.00	\$ 49,000.00	Bi-weekly	Non-Exempt	2088
n/a	Civilian Assistant	\$ 12.43	\$ 17.74	Bi-weekly	Non-Exempt	2088
	<i>**Police Specialty Pay for Rank - In Addition to Base Pay</i>					
	Lieutenant	\$ 1.93	\$ 1.93	Bi-weekly	Non-Exempt	2088
	Sergeant	\$ 0.97	\$ 0.97	Bi-weekly	Non-Exempt	2088
	<i>**Police Specialty Pay for Special Services - In Addition to Base Pay</i>					
	Special Services Per an Instance	\$ 0.49	\$ 0.49	Bi-weekly	Non-Exempt	2088
	Special Services - Lump Sum	\$ 500.00	\$ 500.00	Per Occurrence	Non-Exempt	n/a
<u>Non-Employee Boards and Commissions - Per Meeting Date* Rate</u>						
n/a	Board of Zoning Appeals	\$ 45.00	\$ 45.00	Semi-Annually	n/a	n/a
n/a	*Metropolitan Board of Police Commissioners	\$ 45.00	\$ 45.00	Semi-Annually	n/a	n/a

*\$45 will be paid, regardless of the number of meetings held on the same day, per scheduled date.