

**R-17-24**

**Fiscal Year 2025 Position Classifications and Pay Plan**

**AMENDMENT 2 – Mayor Buckley**

**Amendment Summary:**

Amendment 2:

- 1) Strikes the proposed executive (E) level pay grade;
- 2) Adds new pay grades to the Nonrepresented (N) & Police (P) pay scales.
- 3) Insert "F20" Grade row in the FY2024 Scale per "FY2024 Scale Effective July 4, 2024".

In the attachment to Resolution 17-24 entitled "R-17-24 FY 2025 Pay Plan (proposed)":

- 1) Strike the "Executive Pay Range" graph in its entirety;
- 2) In the graph entitled "Police Pay Scale Effective July 6, 2023 - Step Value 5.361%", insert row "P20"; and in the information box below the graph, strike "F-Scale and for";
- 3) In the graph entitled "Nonrepresented Pay Scale Effective July 4, 2024" insert rows "N19" and "N20".

As the change would look in the resolution:

**FY2025 Pay Scales Effective July 4, 2024**

<b>Executive Pay Range</b>		
<b>- Effective July 4, 2024</b>		
<b>GRADE</b>	<b>Low</b>	<b>High</b>
<del>E01</del>	<del>119,000</del>	<del>208,300</del>
<del>E02</del>	<del>137,000</del>	<del>230,800</del>
<del>E03</del>	<del>158,000</del>	<del>276,500</del>

**Explanation:** ~~Strikethrough~~ indicates matter stricken from existing law.  
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Underlining & black - copyediting or reformatting of existing Code section  
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Police Pay Scale Effective July 6, 2023 - Step Value 5.361%												
GRADE	1	2	3	4	5	6	7	8	9	10	11	12
P10	61,500	64,797	68,271	71,931	75,787	79,850	84,131	88,641	93,393	98,400	103,675	109,233
P11	66,113	69,657	73,391	77,326	81,471	85,839	90,440	95,289	100,397	105,780	111,451	117,425
P12	71,071	74,881	78,895	83,125	87,581	92,277	97,224	102,436	107,927	113,713	119,809	126,232
P13	76,401	80,497	84,813	89,359	94,150	99,197	104,515	110,118	116,022	122,242	128,795	135,700
P15	86,559	91,200	96,089	101,240	106,668	112,386	118,411	124,759	131,448	138,495	145,919	153,742
P17	100,030	105,392	111,043	116,996	123,268	129,876	136,839	144,175	151,904	160,047	168,628	177,668
P18	107,533	113,297	119,371	125,771	132,513	139,617	147,102	154,988	163,297	172,052	181,275	190,994
P20	124,267	130,929	137,948	145,343	153,135	161,345	169,995	179,108	188,710	198,827	209,486	

**For F-Scale and for P Scale:** The pay plan consists of 12 steps. The last five steps (8-12) are reserved for longevity for Civil Service employees; to be given at 7, 12, 15, 17 and 22 years of service. If a Civil Service employee has attained any of the longevity years of service prior to reaching steps 8-12, then the employee is allowed to progress through these final steps in annual increments until they reach the required years of service for the longevity step. This typically occurs as the result of promotion. Exempt Service employees are not entitled to longevity and are able to progress to Step 12 in annual increments. All merit increases are tied to meeting performance review requirements.

Nonrepresented Pay Scale Effective July 4, 2024																			
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
N06	41,995	43,675	45,422	47,239	49,129	51,094	53,138	55,264	57,475	59,774	61,567	63,414	65,316	67,275	69,293	71,372	73,513	75,718	77,990
N07	45,145	46,951	48,829	50,782	52,813	54,926	57,123	59,408	61,784	64,255	66,183	68,168	70,213	72,319	74,489	76,724	79,026	81,397	83,839
N08	48,531	50,472	52,491	54,591	56,775	59,046	61,408	63,864	66,419	69,076	71,148	73,282	75,480	77,744	80,076	82,478	84,952	87,501	90,126
N09	52,170	54,257	56,427	58,684	61,031	63,472	66,011	68,651	71,397	74,253	76,481	78,775	81,138	83,572	86,079	88,661	91,321	94,061	96,883
N10	56,084	58,327	60,660	63,086	65,609	68,233	70,962	73,800	76,752	79,822	82,217	84,684	87,225	89,842	92,537	95,313	98,172	101,117	104,151
N11	60,288	62,700	65,208	67,816	70,529	73,350	76,284	79,335	82,508	85,808	88,382	91,033	93,764	96,577	99,474	102,458	105,532	108,698	111,959
N12	64,810	67,402	70,098	72,902	75,818	78,851	82,005	85,285	88,696	92,244	95,011	97,861	100,797	103,821	106,936	110,144	113,448	116,851	120,357
N13	69,671	72,458	75,356	78,370	81,505	84,765	88,156	91,682	95,349	99,163	102,138	105,202	108,358	111,609	114,957	118,406	121,958	125,617	129,386
N14	74,898	77,894	81,010	84,250	87,620	91,125	94,770	98,561	102,503	106,603	109,801	113,095	116,488	119,983	123,582	127,289	131,108	135,041	139,092
N15	80,512	83,732	87,081	90,564	94,187	97,954	101,872	105,947	110,185	114,592	118,030	121,571	125,218	128,975	132,844	136,829	140,934	145,162	149,517
N16	86,552	90,014	93,615	97,360	101,254	105,304	109,516	113,897	118,453	123,191	126,877	130,694	134,615	138,653	142,813	147,097	151,510	156,055	160,737
N17	93,043	96,765	100,636	104,661	108,847	113,201	117,729	122,438	127,336	132,429	136,402	140,494	144,709	149,050	153,522	158,128	162,872	167,758	172,791
N18	100,022	104,824	108,183	112,510	117,010	121,690	126,558	131,620	136,885	142,360	146,631	151,030	155,561	160,228	165,035	169,986	175,086	180,339	185,749
N19	107,523	111,824	116,297	120,949	125,787	130,818	136,051	141,493	147,153	153,039	157,630	162,359	167,230	172,247	177,414	182,737	188,219	193,865	199,681
N20	115,587	120,211	125,019	130,020	135,221	140,630	146,255	152,105	158,189	164,517	169,452	174,536	179,772	185,165	190,720	196,442	202,335	208,405	214,657

**For N Scale:** Step value from step 1 to step 10 - 4%; Step value from step 10 to step 19 - 3%  
No Longevity Hold; Grade Value - 7.5%

FY2024 Scale Effective July 4, 2024																			
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
F10	54,716	56,905	59,181	61,548	64,010	66,570	69,233	72,002	74,882	77,877	80,992	83,422	85,925	88,503	91,158	93,893	96,710	99,611	102,599
F11	58,820	61,173	63,620	66,165	68,812	71,564	74,427	77,404	80,500	83,720	87,069	89,681	92,371	95,142	97,996	100,936	103,964	107,083	110,295
F12	63,232	65,761	68,391	71,127	73,972	76,931	80,008	83,208	86,536	89,997	93,597	96,405	99,297	102,276	105,344	108,504	111,759	115,112	118,565
F13	67,974	70,693	73,521	76,462	79,520	82,701	86,009	89,449	93,027	96,748	100,618	103,637	106,746	109,948	113,246	116,643	120,142	123,746	127,458
F14	73,072	75,995	79,035	82,196	85,484	88,903	92,459	96,157	100,003	104,003	108,163	111,408	114,750	118,193	121,739	125,391	129,153	133,028	137,019
F15	78,553	81,695	84,963	88,362	91,896	95,572	99,395	103,371	107,506	111,806	116,278	119,766	123,359	127,060	130,872	134,798	138,842	143,007	147,297
F16	84,444	87,822	91,335	94,988	98,788	102,740	106,850	111,124	115,569	120,192	125,000	128,750	132,613	136,591	140,689	144,910	149,257	153,735	158,347
F17	90,777	94,409	98,185	102,112	106,196	110,444	114,862	119,456	124,234	129,203	134,371	138,402	142,554	146,831	151,236	155,773	160,446	165,259	170,217
F18	100,265	104,276	108,447	112,785	117,296	121,988	126,868	131,943	137,221	142,710	148,418	152,871	157,457	162,181	167,046	172,057	177,219	182,536	188,012
F20	115,867	120,501	125,321	130,334	135,548	140,969	146,608	152,473	158,572	164,914	171,511	176,656	181,956	187,415	193,037	198,828	204,793	210,937	217,265

**For F Scale:** Step value from step 1 to step 11 - 4%; Step value from step 11 to step 19 - 3%  
No Longevity Hold; Grade Value - Grades F10 - F17 - 7.5%; F17 - F18 - 10.45%

**Explanation:** ~~Strikethrough~~ indicates matter stricken from existing law.  
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