

Introduced by: Councilmember Daniels-Cohen

First Reading: June 18, 2012

Second Reading: July 9, 2012

**CITY OF TAKOMA PARK, MARYLAND
ORDINANCE NO. 2012-28**

**AN ORDINANCE ADOPTING A PAY STRUCTURE
FOR STAFF COVERED BY THE
COLLECTIVE BARGAINING AGREEMENT
WITH AFSCME FOR FISCAL YEAR 2013**

WHEREAS, in accordance with Chapter 4.04, Article 4 of the Takoma Park Code, the City maintains a position classification plan and pay schedule; and,

WHEREAS, on a periodic basis, the City conducts a compensation study to ensure that its pay scales are market competitive and that it is able to attract and retain quality staff; and,

WHEREAS, in 2012, Slavin Management Consultants assisted the City with updating its pay structure; and,

WHEREAS, Slavin Management Consultants found that, on average, the City's pay structure is 4% below market; and,

WHEREAS, Slavin Management Consultants has recommended a new pay structure for staff covered by the collective bargaining agreement with AFSCME for Fiscal Year 2013.

NOW THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF TAKOMA PARK MARYLAND THAT the attached pay structure is adopted for staff covered by the AFSCME, Local 3399 collective bargaining agreement for the Fiscal Year beginning July 1, 2012 and ending June 30, 2013, and will remain in effect until amended or repealed by the City Council.

Adopted this 9th day of July, 2012 by roll call vote as follows:

AYES: Williams, Daniels-Cohen, Grimes, Male, Schultz, Seamens

NAYS: None

ABSTAIN: None

ABSENT: None

Fiscal Year 2013 Pay Structure

<u>General</u>								<u>General</u>						
	Entry	1st Anniv	2nd Anniv	3rd Anniv					Grade	Min (90%) Step 1	Step 2	Step 3	Mkt (100%)	Max (125%)
Grade	Min (90%) Step 1	Step 2	Step 3	Mkt (100%)	Max (125%)	Range Width	Grade Differ	Grade	Min (90%) Step 1	Step 2	Step 3	Mkt (100%)	Max (125%)	
21	\$30,600	\$31,733	\$32,867	\$34,000	\$42,500	37%	n/a	21	\$14.71	\$15.26	\$15.80	\$16.35	\$20.43	
22	\$31,824	\$33,003	\$34,181	\$35,360	\$44,200	37%	4%	22	\$15.30	\$15.87	\$16.43	\$17.00	\$21.25	
23	\$33,733	\$34,983	\$36,232	\$37,482	\$46,852	37%	6%	23	\$16.22	\$16.82	\$17.42	\$18.02	\$22.53	
24	\$35,757	\$37,082	\$38,406	\$39,730	\$49,663	37%	6%	24	\$17.19	\$17.83	\$18.46	\$19.10	\$23.88	
25	\$37,800	\$39,200	\$40,600	\$42,000	\$52,500	37%	6%	25	\$18.17	\$18.85	\$19.52	\$20.19	\$25.24	
26	\$40,068	\$41,552	\$43,036	\$44,520	\$55,650	37%	6%	26	\$19.26	\$19.98	\$20.69	\$21.40	\$26.75	
27	\$42,300	\$43,867	\$45,433	\$47,000	\$58,750	37%	6%	27	\$20.34	\$21.09	\$21.84	\$22.60	\$28.25	
28	\$44,838	\$46,499	\$48,159	\$49,820	\$62,275	37%	6%	28	\$21.56	\$22.36	\$23.15	\$23.95	\$29.94	
29	\$47,528	\$49,289	\$51,049	\$52,809	\$66,012	37%	6%	29	\$22.85	\$23.70	\$24.54	\$25.39	\$31.74	
30	\$50,380	\$52,246	\$54,112	\$55,978	\$69,972	37%	6%	30	\$24.22	\$25.12	\$26.02	\$26.91	\$33.64	
31	\$53,403	\$55,381	\$57,359	\$59,336	\$74,171	37%	6%	31	\$25.67	\$26.63	\$27.58	\$28.53	\$35.66	
32	\$56,607	\$58,703	\$60,800	\$62,897	\$78,621	37%	6%	32	\$27.21	\$28.22	\$29.23	\$30.24	\$37.80	
33	\$60,003	\$62,226	\$64,448	\$66,670	\$83,338	37%	6%	33	\$28.85	\$29.92	\$30.98	\$32.05	\$40.07	
34	\$63,604	\$65,959	\$68,315	\$70,671	\$88,338	37%	6%	34	\$30.58	\$31.71	\$32.84	\$33.98	\$42.47	
35	\$67,420	\$69,917	\$72,414	\$74,911	\$93,639	37%	6%	35	\$32.41	\$33.61	\$34.81	\$36.01	\$45.02	
36	\$71,465	\$74,112	\$76,759	\$79,406	\$99,257	37%	6%	36	\$34.36	\$35.63	\$36.90	\$38.18	\$47.72	
37	\$75,753	\$78,559	\$81,364	\$84,170	\$105,212	37%	6%	37	\$36.42	\$37.77	\$39.12	\$40.47	\$50.58	
38	\$80,298	\$83,272	\$86,246	\$89,220	\$111,525	37%	6%	38	\$38.60	\$40.03	\$41.46	\$42.89	\$53.62	
39	\$85,116	\$88,268	\$91,421	\$94,573	\$118,217	37%	6%	39	\$40.92	\$42.44	\$43.95	\$45.47	\$56.83	
40	\$90,223	\$93,564	\$96,906	\$100,248	\$125,310	37%	6%	40	\$43.38	\$44.98	\$46.59	\$48.20	\$60.24	
41	\$96,538	\$100,114	\$103,689	\$107,265	\$134,081	37%	7%	41	\$46.41	\$48.13	\$49.85	\$51.57	\$64.46	
42	\$103,296	\$107,122	\$110,948	\$114,774	\$143,467	37%	7%	42	\$49.66	\$51.50	\$53.34	\$55.18	\$68.97	

Fiscal Year 2013 Pay Structure

Labor & Trades Entry 1st Anniv 2nd Anniv 3rd Anniv

Grade	Min (90%) Step 1	Step 2	Step 3	Mkt (100%)	Max (125%)	Range Width	Grade Differ
22	\$30,077	\$30,913	\$31,748	\$33,419	\$41,774	37%	n/a
23	\$31,660	\$32,540	\$33,419	\$35,178	\$43,973	37%	5%
24	\$33,259	\$34,183	\$35,107	\$36,954	\$46,193	37%	5%
25	\$34,922	\$35,892	\$36,862	\$38,802	\$48,503	37%	5%
26	\$37,017	\$38,046	\$39,074	\$41,130	\$51,413	37%	6%
27	\$39,238	\$40,328	\$41,418	\$43,598	\$54,498	37%	6%
28	\$41,593	\$42,748	\$43,903	\$46,214	\$57,768	37%	6%
29	\$44,088	\$45,313	\$46,538	\$48,987	\$61,234	37%	6%
30	\$46,734	\$48,032	\$49,330	\$51,926	\$64,908	37%	6%
31	\$49,538	\$50,914	\$52,290	\$55,042	\$68,802	37%	6%
32	\$52,510	\$53,968	\$55,427	\$58,344	\$72,930	37%	6%
33	\$56,185	\$57,746	\$59,307	\$62,428	\$78,035	37%	7%
34	\$60,118	\$61,788	\$63,458	\$66,798	\$83,498	37%	7%
35	\$64,327	\$66,114	\$67,900	\$71,474	\$89,343	37%	7%
36	\$68,830	\$70,742	\$72,653	\$76,477	\$95,597	37%	7%

Labor & Trades

Grade	Min (90%) Step 1	Step 2	Step 3	Mkt (100%)	Max (125%)
22	\$14.46	\$14.86	\$15.26	\$16.07	\$20.08
23	\$15.22	\$15.64	\$16.07	\$16.91	\$21.14
24	\$15.99	\$16.43	\$16.88	\$17.77	\$22.21
25	\$16.79	\$17.26	\$17.72	\$18.65	\$23.32
26	\$17.80	\$18.29	\$18.79	\$19.77	\$24.72
27	\$18.86	\$19.39	\$19.91	\$20.96	\$26.20
28	\$20.00	\$20.55	\$21.11	\$22.22	\$27.77
29	\$21.20	\$21.79	\$22.37	\$23.55	\$29.44
30	\$22.47	\$23.09	\$23.72	\$24.96	\$31.21
31	\$23.82	\$24.48	\$25.14	\$26.46	\$33.08
32	\$25.25	\$25.95	\$26.65	\$28.05	\$35.06
33	\$27.01	\$27.76	\$28.51	\$30.01	\$37.52
34	\$28.90	\$29.71	\$30.51	\$32.11	\$40.14
35	\$30.93	\$31.79	\$32.64	\$34.36	\$42.95
36	\$33.09	\$34.01	\$34.93	\$36.77	\$45.96