

PROGRAM INFORMATION

Employee benefit costs are distributed proportionately to each department's budget, rather than making a lump sum appropriation for these items. This distribution of costs for each employee benefit results in more accurate costs for each program.

A summary of the total estimated expenditures for various employee benefits in 2006-2007 compared with the 2007-2008 budget allowance is shown in the following table. Brief discussions of individual employee benefits follow the table.

Comparison of 2006-2007 Employee Benefit Allowance to 2007-2008 Final Allowance (in 000's)

Employee Benefits	2006-2007 Estimate	2007-2008 Budget	\$ Change	% Change
Pension Contribution – General	\$59,958	\$66,134	\$6,176	10.3%
Pension Contribution – Police	32,245	44,193	11,948	37.1
Pension Contribution – Fire	14,141	20,072	5,931	41.9
Social Security/Medicare ¹	48,038	53,491	5,453	11.4
Industrial Insurance	28,416	25,679	(2,737)	(9.6)
Health Insurance	120,034	133,415	13,381	11.1
Life Insurance	2,137	2,214	77	3.6
Long-Term Disability Insurance	10,057	0	(10,057)	(97.8)
Unemployment Insurance	4	0	(4)	(100.0)
Post Employment Health Benefits – GASB 45	11,694	34,318	22,624	193.5
Post Employment Health Plan – Police	387	383	(4)	(1.0)
Fire Exercise Equipment Program	37	37	0	0.0
Fire Sick Leave Benefit	2,365	1,642	(723)	(30.6)
Fire Vacation Benefit	563	409	(154)	(27.4)
Uniform Allowance - General	796	1,021	225	28.3
Uniform Allowance - Police	3,853	3,866	13	0.3
Uniform Allowance - Fire	978	995	17	1.7
Dental Insurance	11,638	12,596	958	8.2
Tool Allowance	305	298	(7)	(2.3)
Transportation Allowance	1,642	1,715	73	4.4
Communication Allowance	533	552	19	3.6
Deferred Compensation	35,393	39,048	3,655	10.3
Employee Suggestion Awards	20	19	(1)	(5.0)
Flexrap Benefits Program	1	1	0	0.0
Financial Aid	17	16	(1)	(5.9)
Cancer Insurance	1,306	1,520	214	16.4
Management Development	889	896	7	0.8
Employee Reimbursement - Tuition	2,260	1,741	(519)	(23.0)
Employee Reimbursement -	1,513	890	(623)	(41.2)

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Employee Benefits	2006-2007 Estimate	2007-2008 Budget	\$ Change	% Change
Workshops/Seminars				
Employee Reimbursement - Other	31	30	(1)	(3.2)
Employee Reimbursement - Reduced Transit Fare	700	725	25	3.6
Employee Reimbursement - Memberships	210	90	(120)	(57.1)
Employee Ballistic Vests	220	213	(7)	(3.2)
Fire Employee Assistance Program Benefits	208	208	0	0.0
Total Benefits	\$392,589	\$448,427	\$55,838	14.2%

¹ Includes part-time employees and Medicare coverage for sworn employees employed on a continuous basis after March 31, 1986.

City contributions for pension benefits are shown in the following table. The estimated cost per employee is calculated based on the number of active members.

City Pension Cost Per Employee

Pension System	Estimated Active Members ²	Appropriation For 2007-2008	
		Pension Contribution	Cost Per Employee
General Retirement	9,576	\$66,135,000	\$ 6,906
Police	2,889	44,193,000	15,297
Fire ³	1,423	20,072,000	14,105

² Active membership excludes DROP (Deferred Retirement Option Plan) participants.

³ Reflects net pension contribution, exclusive of 2007-08 state fire insurance premium tax revenue estimate of \$3,400,000.

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The 2007-2008 budget for general City employee pension costs is \$66,134,000. This amount complies with the requirement established by the actuary (\$64,198,000) plus an allowance for pension administrative costs (\$1,936,000).

All full-time general employees participate in the General City Employees Pension Fund. Employees contribute 5% of their gross pay under an employer pick-up plan. The City contributes an actuarially determined amount to fully fund benefits for active members and to amortize any unfunded actuarial liability as a level percent of member payroll. The general employee system amortizes this unfunded liability over an open period of 20 years.

Under the General City Employee plan, members are eligible for retirement benefits at age 60 with ten or more years of service credit or age 62 with five or more years of service credit. Members can also become eligible for retirement benefits when years of service and age add to 80. The benefit is based on 2% of the member's highest three consecutive years' salary for each year of credited service to a maximum of 32 ½ years. The benefit increase beyond 32 ½ years is at a declining rate. The increase in general employee retirement costs is due to a higher number of active employees participating in the system and average investment returns have been below the actuarial assumed rate of return.

Pension for Public Safety City Employees

The Public Safety Retirement System, enacted by the State Legislature in 1968, applies to local firefighters and police officers and sworn law enforcement personnel of other public agencies. The Public Safety Retirement System provides for retirement after 20 years of service. Retirement benefits are generally based on 50% of the employee's highest three consecutive years of service. The annual benefit increases after 20 years to a maximum of 80% after 32 ½ years of service.

As of July 1, 1991, Public Safety employees contribute 7.65% of their salary. The City contributes an actuarially determined amount to fully fund benefits for active members and to amortize any unfunded actuarial liability as a level percent of member payroll. The Public Safety Retirement System amortizes this unfunded liability over an open period of 20 years.

City contributions to the Phoenix Fire Fighters Pension Fund are partially funded by a state-imposed insurance premium tax on all fire insurance policies sold within the City. This premium tax is estimated at \$3,400,000 in 2007-2008.

Increases in public safety employees retirement costs are largely due to the effects of the deferred retirement program (DROP), less than expected average investment returns and the addition of new positions.

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Social Security/Medicare

The 2007-2008 appropriation for Social Security/Medicare is \$53,491,000, \$5,453,000 or 11.4% more than the 2006-2007 estimate of \$48,038,000. The estimated number of employees who contribute to Social Security is 11,996.5 or 71% of the City FTE's (full time equivalent). This includes 991.5 full-time equivalents for part-time City employees.

The following table shows the rate and increase in the maximum Social Security taxes since 1993.

SOCIAL SECURITY TAXES

Calendar Year	Base	Rate	Maximum Amount	Annual % Increase
1993	57,600	6.20	3,571	3.8
1994	60,600	6.20	3,757	5.2
1995	60,600	6.20	3,757	---
1996	62,700	6.20	3,887	3.5
1997	65,400	6.20	4,055	4.3
1998	68,400	6.20	4,241	4.6
1999	72,600	6.20	4,501	6.1
2000	76,200	6.20	4,724	5.0
2001	80,400	6.20	4,985	5.5
2002	84,900	6.20	5,264	5.6
2003	87,000	6.20	5,394	2.5
2004	87,900	6.20	5,450	1.0
2005	90,000	6.20	5,580	2.4
2006	94,200	6.20	5,840	4.7
2007	97,500	6.20	6,045	3.5

Medicare is calculated at 1.45% of wages. Unlike Social Security, which has a maximum salary amount subject to the tax (i.e., \$97,500 in calendar year 2007); there is no limit to wages subject to the Medicare tax. All employees are subject to Medicare tax with the exception of sworn employees hired prior to March 31, 1986.

Industrial Insurance

As of April 1, 2003, the City became self-insured for the industrial insurance program. The benefits are administered by a third party contractor, including all injuries occurring on or after April 1, 2003. Claims that occur with a date of injury prior to April 1, 2003 are administered by the Arizona State Industrial Commission Fund. By State law, the City is required to insure its employees for injuries, illnesses and death that occur in the course and

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scope of their employment with the City. Costs for this insurance in 2007-2008 are estimated at \$25,679,000, a decrease of \$2,737,000 or (9.6)% less than the current year's cost of \$28,416,000. The increase complies with the recommendation of a recent actuarial analysis.

Unemployment Insurance Program

During its 1977 session, the Arizona Legislature amended the Employment Security Law of Arizona to extend the State's unemployment insurance program to local governments. Effective January 1, 1978, the City assumed the costs of unemployment claims submitted by former employees for reimbursement to the State administered program. As a result of the low number of terminations projected for the City of Phoenix and adequate Unemployment Insurance funding in prior years, contributions to the unemployment insurance program in 2007-2008 are \$0.

Medical Insurance

The 2007-2008 allowance for employee health insurance is \$133,415,000, an increase of \$13,381,000 or 11.1% over 2006-2007 estimated expenditures of \$120,034,000. This increase is due a 4.5% increase in health insurance rates and the addition of new positions.

Dental insurance in 2007-2008 is estimated at \$12,596,000, an increase of \$958,000 or 8.2% over 2006-2007 estimated expenditures of \$11,638,000. This increase is due to a 4.3% increase in dental insurance rates and the addition of new positions.

Long-term Disability Insurance

The 2007-2008 allowance for long-term disability insurance is \$0 reflecting a decrease of \$9,837,000 or (100.0)% over 2006-2007 estimated expenditures. The rates are based on an actuarial analysis of the Long-Term Disability Program indicating adequate funding.

Post Employment Health Benefit Values - GASB-45

Retired employees meeting certain qualifications are eligible to participate in the City Health Insurance Program at their own cost. In addition, retirees receive a direct subsidy to offset health care costs during retirement. In June 2004, the Governmental Accounting Standards Board (GASB) issued Statement No. 45 (GASB-45) which addresses how local governments should account for and report costs and obligations related to post-employment health care and other post-employment non-pension benefits (OPEB). The City's annual OPEB costs must be based on actuarially determined amounts that will provide sufficient resources to pay benefits as they come due. The annual required contribution to fully comply with GASB-45 is \$39 million for 28 years. Net new funding included in 2007-08 is \$34.3 million. Savings in

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other areas of the personal services budget were used to offset the first years' cost of this new requirement.

Clothing/Uniform Allowance

Police, fire and certain general employees receive a clothing/uniform allowance. The combined allowance budget in 2007-2008 is \$5,882,000. Police Officers receive an annual allowance of \$1,150. Police Lieutenants and Sergeants receive an annual allowance of \$1,450. Sworn Police Middle Managers and Executives also receive an annual allowance of \$1,450. Firefighters receive an annual allowance of \$625 and Sworn Fire Middle Managers and Executives receive an annual allowance of \$925.

The value of each of the major benefits categories expressed as a percentage of wages is shown in the table that follows.

2007-2008 Employee Benefit Values

Benefit Type	General	Police	Fire
Health, Dental, Life, Long Term Disability, Unemployment ¹	16.24%	10.81%	10.81%
Pension ²	12.12%	19.03%	20.13%
Social Security and Medicare ³	7.59%	1.22%	1.05%
Holidays, personal and educational leave	5.90%	6.20%	4.80%
Vacation ⁴	5.77%	5.77%	5.77%
Sick Leave	5.77%	5.77%	5.77%
Industrial Insurance	2.50%	2.50%	2.50%

¹ Not applicable to part-time and delegate agency personnel.

² Rates reflect actuarial valuation percentages.

³ General Social Security is taxed at 6.2% of earnings up to \$97,500. Medicare is taxed at 1.45% of all earnings. Police and fire employees hired after 3/31/86 are taxed at the Medicare rate of 1.45% of all earnings.

⁴ Reflects estimated composite rate based on 10 years of service.

Schedule of Monthly and Annual Salary Ranges
Salary Plan 001 - Supervisory and Professional Employees
Effective July 2, 2007

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
011	1,411	2,014	16,931	24,170
012	1,477	2,115	17,722	25,376
013	1,539	2,213	18,470	26,562
014	1,617	2,328	19,406	27,934
015	1,690	2,430	20,280	29,162
016	1,761	2,525	21,133	30,306
017	1,843	2,657	22,110	31,886
018	1,929	2,806	23,150	33,675
019	2,014	2,943	24,170	35,318
020	2,115	3,092	25,376	37,107
021	2,213	3,248	26,562	38,979
022	2,328	3,425	27,934	41,101
023	2,430	3,600	29,162	43,202
024	2,525	3,767	30,306	45,198
025	2,657	3,975	31,886	47,694
026	2,806	4,174	33,675	50,086
027	2,943	4,384	35,318	52,603
028	3,092	4,614	37,107	55,370
029	3,248	4,848	38,979	58,178
030	3,425	5,101	41,101	61,214
031	3,600	5,359	43,202	64,314
032	3,767	5,637	45,198	67,642
033	3,975	5,933	47,694	71,198
034	4,174	6,230	50,086	74,755
035	4,384	6,547	52,603	78,562
036	4,614	6,880	55,370	82,555
037	4,848	7,240	58,178	86,882
038	5,101	7,601	61,214	91,208
039	5,359	7,992	64,314	95,909
040	5,637	8,412	67,642	100,942
041	5,933	8,835	71,198	106,018
042	6,230	9,291	74,755	111,488
043	6,547	9,767	78,562	117,208
044	6,880	10,268	82,555	123,219
045	7,240	10,793	86,882	129,522
046	7,601	11,345	91,208	136,136
047	7,992	11,924	95,909	143,083
048	8,412	12,542	100,942	150,509
049	8,835	13,172	106,018	158,059
050	9,291	13,829	111,488	165,942
081	7,924	7,924	95,089	95,089
086	9,622	9,622	115,467	115,467

Schedule of Monthly and Annual Salary Ranges
Salary Plan 002 - Field Unit 1 Employees
Effective July 2, 2007

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
100	1,407	1,952	16,890	23,421
101	1,751	2,236	21,008	26,832
102	1,841	2,304	22,090	27,643
103	1,931	2,368	23,171	28,413
104	1,985	2,437	23,816	29,245
105	2,031	2,506	24,378	30,077
106	2,087	2,583	25,043	30,992
107	2,151	2,666	25,813	31,990
108	2,200	2,754	26,395	33,051
109	2,269	2,851	27,227	34,216
110	2,337	2,961	28,038	35,526
111	2,397	3,080	28,766	36,962
112	2,473	3,195	29,682	38,334
113	2,541	3,323	30,493	39,874
114	2,624	3,468	31,491	41,621
115	2,706	3,619	32,469	43,430
116	2,801	3,786	33,613	45,427
117	2,902	3,949	34,819	47,382
118	3,019	4,106	36,234	49,275
119	3,137	4,274	37,648	51,293
120	3,250	4,451	39,000	53,414
121	3,396	4,633	40,747	55,598
122	3,545	4,817	42,536	57,803
123	3,695	5,009	44,346	60,112
124	3,872	5,212	46,467	62,546
125	4,025	5,418	48,298	65,021
126	4,188	5,639	50,253	67,662

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 003 - Field Unit 1 "A" Employees
Effective July 2, 2007**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
100	1,170	1,170	14,040	14,040
101	1,931	2,236	23,171	26,832
102	1,985	2,304	23,816	27,643
103	2,031	2,368	24,378	28,413
104	2,087	2,437	25,043	29,245
105	2,151	2,506	25,813	30,077
106	2,200	2,583	26,395	30,992
107	2,269	2,666	27,227	31,990
108	2,337	2,754	28,038	33,051
109	2,397	2,851	28,766	34,216
110	2,473	2,961	29,682	35,526
111	2,541	3,080	30,493	36,962
112	2,624	3,195	31,491	38,334
113	2,706	3,323	32,469	39,874
114	2,801	3,468	33,613	41,621
115	2,902	3,619	34,819	43,430
116	3,019	3,786	36,234	45,427
117	3,137	3,949	37,648	47,382
118	3,250	4,106	39,000	49,275
119	3,396	4,274	40,747	51,293
120	3,545	4,451	42,536	53,414
121	3,695	4,633	44,346	55,598
122	3,872	4,817	46,467	57,803

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 004 - Field Unit 2 Employees
Effective July 2, 2007**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
200	1,170	1,170	14,040	14,040
201	1,870	2,288	22,443	27,456
202	1,952	2,354	23,421	28,246
203	2,023	2,418	24,274	29,016
204	2,083	2,465	25,002	29,578
205	2,120	2,539	25,438	30,472
206	2,179	2,602	26,146	31,221
207	2,234	2,676	26,811	32,115
208	2,288	2,773	27,456	33,280
209	2,354	2,860	28,246	34,320
210	2,418	2,957	29,016	35,485
211	2,465	3,070	29,578	36,837
212	2,539	3,177	30,472	38,126
213	2,602	3,305	31,221	39,666
214	2,676	3,461	32,115	41,538
215	2,773	3,612	33,280	43,347
216	2,860	3,763	34,320	45,157
217	2,957	3,929	35,485	47,154
218	3,070	4,094	36,837	49,130
219	3,177	4,274	38,126	51,293
220	3,305	4,437	39,666	53,248
221	3,461	4,623	41,538	55,474
222	3,612	4,796	43,347	57,554
223	3,763	4,990	45,157	59,883
224	3,929	5,217	47,154	62,608
225	4,094	5,483	49,130	65,790
226	4,274	5,763	51,293	69,160
227	4,437	6,056	53,248	72,675
228	4,623	6,334	55,474	76,003

**Salary Plan 022 - Field Unit 2 Multi-Skilled Employees
Effective July 2, 2007**

214	2,676	2,773	32,115	33,280
221	3,461	4,274	41,538	51,293
225	4,094	4,437	49,130	53,248
227	4,437	4,796	53,248	57,554
230	4,990	4,990	59,883	59,883

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 005 - Field Unit 2 "A" Employees
Effective July 2, 2007**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
201	2,023	2,288	24,274	27,456
202	2,083	2,354	25,002	28,246
203	2,120	2,418	25,438	29,016
204	2,179	2,465	26,146	29,578
205	2,234	2,539	26,811	30,472
206	2,288	2,602	27,456	31,221
207	2,354	2,676	28,246	32,115
208	2,418	2,773	29,016	33,280
209	2,465	2,860	29,578	34,320
210	2,539	2,957	30,472	35,485
211	2,602	3,070	31,221	36,837
212	2,676	3,177	32,115	38,126
213	2,773	3,305	33,280	39,666
214	2,860	3,461	34,320	41,538
215	2,957	3,612	35,485	43,347
216	3,070	3,763	36,837	45,157
217	3,177	3,929	38,126	47,154
218	3,305	4,094	39,666	49,130
219	3,461	4,274	41,538	51,293
220	3,612	4,437	43,347	53,248
221	3,763	4,623	45,157	55,474
222	3,929	4,796	47,154	57,554
223	4,094	4,990	49,130	59,883
224	4,274	5,217	51,293	62,608
225	4,437	5,483	53,248	65,790

Schedule of Monthly and Annual Salary Ranges
Salary Plan 006 - Unit 3 Office and Clerical Employees
Effective July 2, 2007

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
300	1,170	1,170	14,040	14,040
311	1,435	2,057	17,222	24,690
312	1,508	2,155	18,096	25,854
313	1,567	2,257	18,803	27,082
314	1,650	2,376	19,802	28,517
315	1,723	2,482	20,675	29,786
316	1,796	2,586	21,549	31,034
317	1,881	2,723	22,568	32,677
318	1,974	2,863	23,691	34,362
319	2,057	2,987	24,690	35,838
320	2,155	3,122	25,854	37,461
321	2,257	3,276	27,082	39,312
322	2,376	3,439	28,517	41,267
323	2,482	3,611	29,786	43,326
324	2,586	3,780	31,034	45,365
325	2,723	3,968	32,677	47,611
326	2,863	4,157	34,362	49,878
327	2,987	4,366	35,838	52,395
328	3,122	4,583	37,461	54,995
329	3,276	4,803	39,312	57,637
330	3,439	5,049	41,267	60,590
331	3,611	5,299	43,326	63,586
332	3,780	5,554	45,365	66,643
333	3,968	5,834	47,611	70,013
334	4,157	6,110	49,878	73,320
335	4,366	6,403	52,395	76,835
336	4,583	6,718	54,995	80,621

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 007 - Unit 4 Police Officers
Effective July 3, 2006**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
400	3,030	4,198	36,358	50,378
428	3,517	5,509	42,203	66,102
429	5,717	5,717	68,598	68,598
430	5,930	5,930	71,157	71,157
431	6,152	6,152	73,819	73,819
432	6,377	6,377	76,523	76,523

**Salary Plan 011 - Unit 6 Police Professional and Supervisory Employees
Effective July 17, 2006**

634	4,281	6,242	51,376	74,901
638	5,203	7,568	62,442	90,813
641	6,048	8,786	72,571	105,435

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 008 - Unit 5 Fire - 56 Hour Employees
Effective July 2, 2007**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
551	3,163	5,662	37,955	67,940
552	4,922	5,970	59,058	71,638
555	3,856	6,530	46,275	78,362

**Salary Plan 009 - Unit 5 Fire - 40 Hour Staff Employees
Effective July 2, 2007**

561	3,446	5,938	41,350	71,261
562	5,365	6,275	64,376	75,296
565	4,203	6,883	50,440	82,597

**Salary Plan 010 - Unit 5 Fire - 40 Hour Non-Staff Employees
Effective July 2, 2007**

570	2,609	2,756	31,304	33,072
575	3,858	5,985	46,301	71,822

Schedule of Monthly and Annual Salary Ranges
Salary Plan 012 - Confidential Office and Clerical Employees
Effective July 2, 2007

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
711	1,442	2,059	17,306	24,710
712	1,508	2,156	18,096	25,875
713	1,567	2,267	18,803	27,206
714	1,654	2,378	19,843	28,538
715	1,725	2,486	20,696	29,827
716	1,806	2,595	21,674	31,138
717	1,881	2,721	22,568	32,656
718	1,974	2,863	23,691	34,362
719	2,059	2,999	24,710	35,984
720	2,156	3,155	25,875	37,856
721	2,267	3,314	27,206	39,770
722	2,378	3,493	28,538	41,912
723	2,486	3,664	29,827	43,971
724	2,595	3,846	31,138	46,155
725	2,721	4,049	32,656	48,589
726	2,863	4,262	34,362	51,147
727	2,999	4,481	35,984	53,768
728	3,155	4,713	37,856	56,555
729	3,314	4,949	39,770	59,384
730	3,493	5,203	41,912	62,442
731	3,664	5,304	43,971	63,648
732	3,846	5,559	46,155	66,706
733	4,049	5,840	48,589	70,075
734	4,262	6,117	51,147	73,403
735	4,481	6,412	53,768	76,939

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 013 - Middle Management Employees
Effective July 2, 2007**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
835	4,359	6,873	52,312	82,472
836	4,578	7,212	54,933	86,549
837	4,815	7,582	57,782	90,979
838	5,054	7,956	60,653	95,472
839	5,304	8,356	63,648	100,277
840	5,569	8,772	66,830	105,269
841	5,843	9,211	70,117	110,531
842	6,141	9,674	73,694	116,085
843	6,453	10,156	77,438	121,867
844	6,769	10,667	81,224	128,003
845	7,107	11,196	85,280	134,347
880	11,320	11,320	135,843	135,843

**Salary Plan 014 - Middle Management - 56 Hour Employees
Effective July 2, 2007**

838	5,057	7,967	60,689	95,601
839	5,310	8,366	63,715	100,397
840	5,578	8,786	66,938	105,432
841	5,853	9,223	70,240	110,679
842	6,150	9,685	73,805	116,215

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 018 - Executive Employees
Effective July 2, 2007**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
900	5,307	8,358	63,690	100,298
903	6,462	10,183	77,542	122,200
904	6,796	10,696	81,557	128,357
905	7,134	11,239	85,613	134,867
906	7,500	11,813	90,002	141,752
907	7,876	12,409	94,515	148,907
908	8,273	13,035	99,278	156,416
909	8,696	13,693	104,354	164,320
910	9,133	14,387	109,595	172,640
911	9,594	15,120	115,128	181,438
912	10,086	15,877	121,035	190,528
913	10,589	16,671	127,067	200,054
914	11,119	17,503	133,432	210,038
915	11,676	18,380	140,109	220,563
916	12,260	19,299	147,118	231,587
917	12,873	20,264	154,482	243,173
918	13,518	21,278	162,219	255,341
919	14,193	22,343	170,310	268,112
920	14,903	23,461	178,838	281,528
940	13,180	20,760	158,163	249,122
980	12,517	12,517	150,200	150,200

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 016 - Elected Officials
Effective July 2, 2007**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
997	5,133	5,133	61,599	61,599
998	7,333	7,333	87,999	87,999

**Salary Plan 023 - Council Office Staff
Effective July 2, 2007**

C11	3,013	4,470	36,150	53,643
C12	3,155	4,689	37,856	56,264
C13	3,312	4,937	39,749	59,238
C14	3,493	5,203	41,912	62,442
C15	3,675	5,467	44,096	65,603
C16	3,845	5,748	46,134	68,973
C17	4,056	6,053	48,672	72,634
C18	4,255	6,353	51,064	76,232
C19	4,470	6,665	53,643	79,976
C20	4,689	7,015	56,264	84,178
C21	4,937	7,386	59,238	88,629
C22	5,203	7,797	62,442	93,558