

# Pay Grade Consolidation

# Range Grades

- Consolidate grades that are less than 10% from the next grade
- Increase administration –
  - Increase will not be over the range maximum
  - Increases to bring employees to the range minimum
- Approve scale increase of 3% for 2019,2020 and 2021

## Range Grades – Current Structure

Grade Name	Minimum	Midpoint	Maximum	Increase to next grade
A1	107,067.00	142,760.00	178,451.00	11.6%
A2	95,910.00	127,881.00	159,850.00	11.6%
A3	85,979.00	114,638.00	143,296.00	3.4%
M1	83,137.60	103,958.40	124,779.20	7.8%
A4	77,146.00	102,862.00	128,579.00	2.5%
M2	75,296.00	94,099.20	112,902.40	8.8%
A5	69,237.00	92,317.00	115,395.00	1.6%
M3	68,161.60	85,238.40	102,294.40	10.5%
M4	61,692.80	77,126.40	92,560.00	10.4%
M5	55,868.80	69,825.60	83,761.60	

# Range Grades

- New grade structure with a 3% increase

Grade Name	Minimum	Midpoint	Maximum	Increase to next grade
R7S	110,279	147,043	187,474	12.4%
R6S	98,148	132,500	166,852	12.4%
R5S	87,352	117,925	148,498	12.4%
R4S	77,743	104,953	132,163	12.4%
R3S	69,191	93,408	117,625	12.4%
R2S	61,580	83,133	104,686	12.4%
R1S	54,806	73,988	93,170	

# Range Consolidation Cost

Direct and indirect expenses at the end of the year	Cost of 5% increase	
24,660.50	180,074.70	
<b>\$24,660.50</b>	<b>\$180,074.70</b>	<b>\$204,735.20</b>

# Range Grades for 2019 - 2021

2019				2020				2021			
R7S	110,279	147,043	187,474	R7S	113,587	151,454	193,098	R7S	116,995	155,998	198,891
R6S	98,148	132,500	166,852	R6S	101,092	136,475	171,858	R6S	104,125	140,569	177,014
R5S	87,352	117,925	148,498	R5S	89,973	121,463	152,953	R5S	92,672	125,107	157,542
R4S	77,743	104,953	132,163	R4S	80,075	108,102	136,128	R4S	82,477	111,345	140,212
R3S	69,191	93,408	117,625	R3S	71,267	96,210	121,154	R3S	73,405	99,096	124,789
R2S	61,580	83,133	104,686	R2S	63,427	85,627	107,827	R2S	65,330	88,196	111,062
R1S	54,806	73,988	93,170	R1S	56,450	76,208	95,965	R1S	58,144	78,494	98,844

# Step Grades for 2019 -2021

# Step Grades

- Consolidate G and M grades which overlap
- Consolidate Grades from a total of sixteen (16) to eleven (11)
- Approve scale increase of 3% for 2019, 2020 and 2021
- Apply the same administration rules
  - No increase over the range max
  - Move to new scales on Step date



# Step Grades – Current Structure

Step Name	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	% increase to next grade
<b>M1</b>	33.29	34.46	35.67	38.04	40.43	42.82	45.21	47.54	50.16	10.5%
<b>M2</b>	30.14	31.22	32.30	34.43	36.58	38.76	40.87	43.04	45.43	10.4%
<b>M3</b>	27.30	28.26	29.22	31.16	33.14	35.07	37.02	38.95	41.12	10.6%
<b>M4</b>	24.68	25.55	26.47	28.21	29.95	31.75	33.50	35.28	37.20	10.4%
<b>M5</b>	22.35	23.19	23.94	25.53	27.14	28.73	30.34	31.95	33.69	3.2%
<b>G1</b>	21.65	22.23	22.77	23.84	24.95	26.05	27.13	28.21	29.44	6.9%
<b>M6</b>	20.26	20.98	21.68	23.19	24.61	26.06	27.49	28.94	30.56	3.8%
<b>G2</b>	19.52	19.99	20.48	21.47	22.45	23.42	24.42	25.41	26.51	6.1%
<b>M7</b>	18.39	19.03	19.69	20.99	22.32	23.64	24.95	26.22	27.66	4.8%
<b>G3</b>	17.55	17.98	18.44	19.29	20.21	21.09	21.99	22.85	23.88	10.9%
<b>G4</b>	15.82	16.26	16.62	17.43	18.21	19.02	19.83	20.62	21.50	10.7%
<b>G5</b>	14.29	14.66	15.03	15.73	16.46	17.17	17.91	18.64	19.41	10.7%
<b>G6</b>	12.91	13.27	13.60	14.23	14.92	15.54	16.18	16.86	17.60	10.2%
<b>G7</b>	11.71	12.02	12.30	12.88	13.47	14.08	14.67	15.26	15.90	10.3%
<b>G8</b>	10.62	10.88	11.10	11.68	12.21	12.77	13.28	13.83	14.41	10.7%
<b>G9</b>	9.59	9.85	10.10	10.56	11.04	11.55	12.03	12.50	13.02	

## 2019 Step Grades Consolidated with 3% Increase

Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
S11H	35.32	37.45	39.72	42.12	44.67	47.37	50.24	53.28	56.51
S10H	31.97	33.91	35.96	38.13	40.44	42.89	45.48	48.23	51.16
S9H	28.96	30.71	32.57	34.55	36.64	38.85	41.20	43.69	46.34
S8H	26.18	27.11	28.08	29.93	31.78	33.68	35.55	37.43	39.47
S7H	23.71	24.61	25.40	27.09	28.79	30.48	32.19	33.90	35.74
S6H	21.46	22.27	22.99	24.52	26.05	27.58	29.13	30.68	32.42
S5H	19.42	20.15	20.80	22.27	23.58	24.96	26.36	27.76	29.34
S4H	17.57	18.24	18.83	20.07	21.34	22.59	23.85	25.12	26.49
S3H	15.9	16.51	17.04	18.17	19.31	20.45	21.59	22.74	23.98
S2H	14.39	14.94	15.42	16.45	17.48	18.50	19.54	20.58	21.70
S1H	13.03	13.52	13.96	14.88	15.82	16.79	17.69	18.62	19.63

# Total Cost of Step Grade Consolidation for 2019

(Cost of consolidation of the (Cost of consolidation of the 2019)	(Cost of 51% increase (Increase of 51% of 2019)	
<b>\$27,319.20</b>	<b>\$195,664.70</b>	<b>\$222,983.90</b>