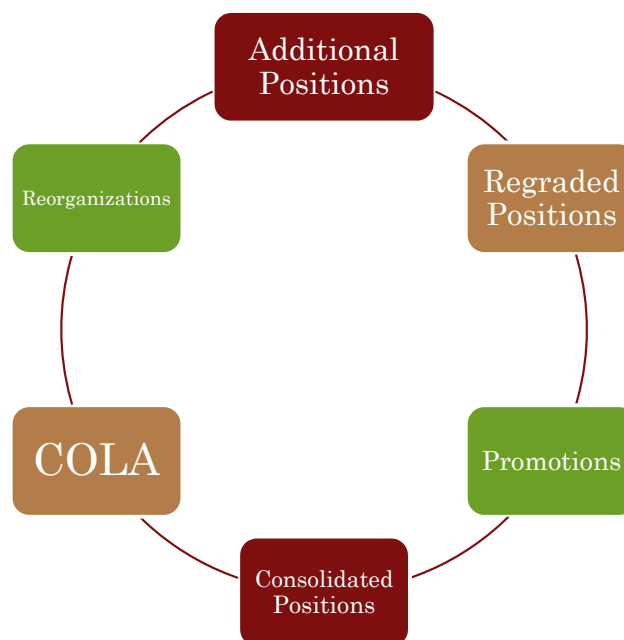

SALARY AND ADMINISTRATION POLICY UPDATE

TO ACCOMPANY BUDGET FY2019





TYPES OF CHANGES





CHANGES FOR 2019

Additional Positions

- Animal Control – Kennel Master – \$24,634
- E-911 – 911 Dispatcher – \$29,852
- Fire – 3 Firefighters (75% of salary and benefits paid for through SAFER Grant) – \$34,500 (\$8,625 2019 expense)

Regraded Positions

- Grants Administration – Grants Administrator grade 122/4 \$63,809, regraded to Director of Community Development grade 124/2 \$67,904 \$4,095 annual change
- City Attorney's Office – Assistant City Attorney regraded from grade 121/9 \$67,093 to 122/9 \$71,228 \$4,135 annual change
- Facilities Maintenance – Administrative Secretary -Maintenance, grade 109/4 \$32,091, regraded to Facilities Maintenance Coordinator, grade 113/1 \$38,098 \$4,007 annual change



CHANGES FOR 2019

Promotions

- Finance – Trever Harvey promoted from Finance Manager 116/5 \$45,394 to Director of Finance 122/1 \$59,357 \$13,963 annual change
- Code Enforcement – Michael Tyner promoted from Senior Code Enforcement Officer 114/4 \$40,658 to Director of Code Enforcement 122/1 \$59,357 \$18,699 annual change

Consolidated Positions

- Consolidated CFO 131/2 \$92,627 and COO 126/1 \$73,139 positions into Chief of Staff 133/1 \$97,942 \$5,315 annual change



CHANGES FOR 2019

COLA

- 2% COLA increase budgeted for all elected officials
 - Mayor – \$122,039 to \$124,480 \$2,441 annual change
 - City Attorney - \$105,121 to \$107,224 \$2,102 annual change
 - City Clerk - \$80,430 to \$82,039 \$1,609 annual change
 - Aldermen - \$117,600 (\$9,800 per) to \$119,952 (\$9,996 per) \$2,352 annual change (\$196 per position)



REORGANIZATIONS FOR 2019

Parks

- Eliminated Softball Coordinator Position
- Created Assistant Director of Parks Programs
- Renamed Current Assistant position to Assistant Director of Parks Facilities

- Based on recommendation by Director Interview Committee

Police

- Added additional Officer position to replace position that was changed to a 100% school paid SRO
- Added non-uniform Public Information Specialist

- Changes are budget neutral