

Planning Director**2020 Market Midpoint = 55.84**

(Previously Tier 2 DH Pay Scale)

(Effective 1/1/2016 has its own pay scale based on APG Salary Survey)

(2016 - Salary Survey Results, limited to 15%, if applicable plus 1.5% across the board increase)

(2016 - 2016 step increase on DOM + final "catch-up" step on 1/1/16, if eligible)

(2017 - 2% across-the-board increase + 2017 Step Increase if eligible)

(2018 - 3% across-the-board increase + 2018 step increase on DOM if eligible)

(2019 - 3% across-the-board increase + 2019 step increase on DOM if eligible)

(2020 - 2% across-the-board increase + 2020 step increase on DOM if eligible)

<u>STEP/LEVEL</u>	<u>HOURLY RATE</u>	<u>S/M SALARY</u>	<u>ANNUAL SALARY</u>
1	\$47.46	\$4,113.36	\$98,720.55
2	\$49.15	\$4,259.67	\$102,232.02
3	\$50.81	\$4,404.09	\$105,698.04
4	\$52.48	\$4,548.50	\$109,164.06
5	\$54.17	\$4,694.81	\$112,675.53
6	\$55.84	\$4,839.23	\$116,141.57
7	\$57.52	\$4,985.54	\$119,653.04
8	\$59.19	\$5,129.96	\$123,119.06
9	\$60.86	\$5,274.38	\$126,585.08
10	\$62.54	\$5,420.69	\$130,096.55
11	\$64.21	\$5,565.11	\$133,562.57

Assistant Planning Director**2020 Market Midpoint = 45.86**

- (Surveyed 1999/Implemented 2000)
 (2001 - 7% across the board increase)
 (2002 - 2001 Survey + 2%)
 (2003 - 3% Across the Board Increase)
 (2004 - 30% of 2003 Salary Survey Market Increase)
 (2005 - Received remaining 70% of 2003 Salary Survey Market Increase)
 (2006 - 2005 Market Survey Increase)
 (2007 - 4% Across the Board)
 (2008 - 2007 Market Survey +2%)
 (2009 - 2% across the board, no step increases)
 (2009 - Effective 4/2/09 10% pay reduction)
 (2010 - 10% pay reduction was reduced to a 5% pay reduction, no step increases)
 (2011 - 2012 - Compensation remains at 2010 level, no step increases)
 (2013 - Remaining 5% pay reduction returned. Compensation at 1/1/2009 level, no step increases)
 (2014 - 2% across-the-board increase + 2014 step increase on DOM + up to 2 "catch-up steps if eligible)
 (2015 - 2.8% across-the-board increase + 2015 step increase on DOM + up to 2 "catch-up steps if eligible)
 (2016 - Salary Survey Results, limited to 15%, if applicable plus 1.5% across the board increase)
 (2016 - 2016 step increase on DOM + final "catch-up" step on 1/1/16, if eligible)
 (2017 - 2% across-the-board increase + 2017 step increase on DOM if eligible)
 (2018 - 3% across-the-board increase + 2018 step increase on DOM if eligible)
 (2019 - 3% across-the-board increase + 2019 step increase on DOM if eligible)
 (2020 - 2% across-the-board increase + 2020 step increase on DOM if eligible)

<u>STEP/LEVEL</u>	<u>HOURLY RATE</u>	<u>S/M SALARY</u>	<u>ANNUAL SALARY</u>
1	\$38.98	\$3,378.10	\$81,074.45
2	\$40.36	\$3,498.13	\$83,955.05
3	\$41.75	\$3,618.15	\$86,835.64
4	\$43.11	\$3,736.33	\$89,671.87
5	\$44.50	\$3,856.40	\$92,553.56
6	\$45.86	\$3,974.53	\$95,388.71
7	\$47.24	\$4,094.60	\$98,270.38
8	\$48.61	\$4,212.78	\$101,106.61
9	\$49.99	\$4,332.80	\$103,987.22
10	\$51.38	\$4,452.83	\$106,867.81
11	\$52.74	\$4,571.00	\$109,704.04

All tables are subject to rounding differences