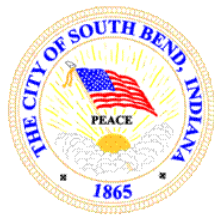


Civil Salary Ordinance



- Overall 2% annual pay increase for civil, non-bargaining city employees, except freeze on top salaries
- Salaries based on city benchmarking and internal pay equity
- Responsive to Council's feedback on prior salary adjustments/pay equity concerns
- Continuing effort to benchmark all city compensation in order to retain and attract a strong, capable and effective City workforce

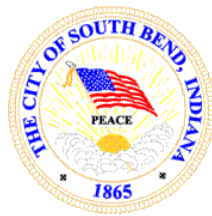
Mayoral Leadership Team



Position	2013 Salary Ordinance	2014 Proposed Salary Ordinance	Percent Change
Mayor	\$ 100,431	\$ 100,431	0.0%
Deputy Mayor (New)	-	98,000	0.0%
Director of Public Works	110,413	110,413	0.0%
City Controller	96,390	96,390	0.0%
Corporation Counsel	96,390	96,390	0.0%
Executive Director - DCI	96,390	96,390	0.0%
City Engineer	96,390	96,390	0.0%
Police Chief	90,000	92,250	2.5%
Fire Chief	82,146	92,250	12.3%
Chief of Staff to the Mayor	66,751	90,000	34.8%
Building Commissioner	79,374	90,000	13.4%
Director of Parks & Recreation	77,041	90,000	16.8%
Executive Director of Morris PAC	76,755	90,000	17.3%

Note: Salary ordinance adjustment for 2014 for competitive market salary and internal pay equity.

Administrative Leadership Team

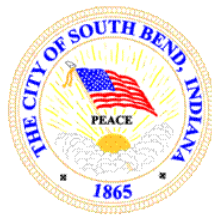


Position	2013 Salary Ordinance	2014 Proposed Salary Ordinance	Percent Change
Deputy Chief of Staff to the Mayor	\$ 63,413	\$ 75,000	18.3%
Deputy City Controller	73,440	80,000	8.9%
Director of Human Rights	53,347	60,000	12.4%
Director of Safety and Risk	53,040	58,000	9.4%
Director of 311 Customer Service	52,000	60,000	15.4%

Note: Salary ordinance adjustment for 2014 for competitive market salary and internal pay equity.



Public Works Leadership Team



Position	2013 Salary Ordinance	2014 Proposed Salary Ordinance	Percent Change
Deputy Director of Public Works (New)	\$ -	\$ 90,000	0.0%
Director of Water Works	69,721	81,000	16.2%
Director of Environmental Services	73,089	81,000	10.8%
Director of Streets	70,968	76,011	7.1%
Director of Office of Sustainability *	70,782	76,011	7.4%
Director of Central Services	69,721	76,011	9.0%

Note: Salary ordinance adjustment for 2014 for competitive market salary and internal pay equity.

*Formerly Director of Energy Conservation

