

- Option 1 (Index to All City Employees with Up Multiplier) 1.18.21
 - mayor **150%** of the average of the **annual base-rate compensation** for all **City employees** [\$104,962.50]
 - all other city council members **125%** of the average of the **annual base-rate compensation** for all **City employees** [\$87,468.75]
- Option 2 (Index to Types of Positions – No Multiplier)
 - mayor the average of the **annual base-rate compensation** for all City employees classified as **mid-level managers** [\$109,098]
 - all other city council members shall be an amount equal to the average of the **annual base-rate compensation** for all City employees classified as **professionals** [\$78,017]

- Option 3 (Index to Better Known Position Types – Down Multiplier)
 - mayor **one-half** of the average of the **annual base-rate compensation** for all City **department heads** [\$99,653]
 - all other city council members **one-half** of the average of the **annual base-rate compensation** for all City **assistant department heads** [\$76,727]
- Option 4 (Direct Correlation No Multiplier – Specific Position)
 - mayor **second quartile compensation** for the City **senior business process analyst** classification [\$92,024]
 - all other city council members and that the annual compensation of all other city council members shall be an amount equal to **entry base-rate compensation** for the City **senior business process analyst** classification [\$80,036]

For All City Employees – General and Civil Service	\$ 33.64	\$ 69,975
For All General City Employees	\$ 29.57	\$ 61,504
For All Civil Service Employees	\$ 39.95	\$ 83,105
Police - Civil Service	\$ 44.35	\$ 92,244
Fire - Civil Service	\$ 32.27	\$ 67,127
For All “Managers” Positions	\$ 52.45	\$ 109,098
For all Department Head Positions (incl. AD/DD)	\$ 78.30	\$ 162,870
Department Head	\$ 95.82	\$ 199,306
Assistant Directors/Deputy Directors	\$ 73.78	\$ 153,454
For All Part-Time Regular	\$ 17.60	\$ 36,615
For All Part-Time Temporary	\$ 30.55	\$ 63,544
For All Professional Classifications	\$ 37.51	\$ 78,017
For All Service Trades Classifications	\$ 21.19	\$ 44,081
For All Clerical Classifications	\$ 20.39	\$ 42,414
For All Technical/Para Professional Classifications	\$ 34.79	\$ 72,357