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**TO: PERSONNEL COMMITTEE:**

Mayor Van Dorp  
Mayor Pro Tem Gruppen  
Councilman Lam  
BPW Commissioner Chairperson Boerman  
BPW Commissioner Vice-Chair Cooney

**CC:** BPW General Manager Boatright  
Kevin Plockmeyer, Finance Dir./Assistant City Manager  
Melanie Hellenthal, HR Specialist  
Kristi DeVerney, City Clerk

**FROM:** Tim Klunder, City Manager

**DATE:** April 10, 2026

**RE:** Personnel Committee Agenda

**Thursday, April 16, 2026  
12:00 p.m.  
Zeeland City Hall  
Main Floor Conference Room**

**AGENDA**

1. Approve Minutes of March 12, 2026, Personnel Committee Meeting
2. Employee Comments
3. FY 26/27 Non-Union Salary/Wage Scale and Implementation Plan

**UPCOMING BUSINESS**

1. Paternity Leave, Compensation Time, Fitness Membership, Holiday Pay Follow-Up
2. Other

**MEMORANDUM OF MEETING**  
Personnel Committee  
March 12, 2026 – 12:00 PM  
City Hall Main Floor Conference Room

**PRESENT:** Mayor VanDorp, Mayor Pro-Tem Gruppen, Council Member Lam, BPW Chair Boerman, BPW Vice Chair Cooney

**ABSENT:** None

**Staff Present:** City Manager Klunder, Assistant City Manager/Finance Director Plockmeyer, HR Specialist Hellenthal, BPW General Manager Boatright, and City Clerk DeVerney

Mayor VanDorp called the meeting to order at 12:02 PM

**Approval of January 28, 2026, Meeting Minutes**

*A motion was made by Boerman and seconded by Lam to approve the January 28, 2026, meeting minutes. All in favor, minutes approved.*

**Employee Comments**

None

**Facilities Custodian Maintenance Position**

Plockmeyer gave an overview of establishing the position of Facilities Maintenance Technician and the associated pay range for the position.

In anticipation of the pending retirement of a long-time custodian and building maintenance employee, staff believe it is appropriate to shift the responsibilities of the position toward a more maintenance focused role. The intent is to place additional emphasis on building systems, particularly HVAC systems, while continuing to support the overall maintenance of City facilities. This position is not considered a creation of a new job but instead to better align the current position with the operational needs of our facilities and provide additional capacity and support to the Facilities Maintenance Supervisor.

The proposed Facilities Maintenance Technician position would focus on skilled maintenance and repair work across City buildings, including electrical, plumbing, and HVAC systems, as well as coordination with contractors and vendors when needed. The role would also continue to assist with operational needs at City facilities, including events and building support functions.

Given the increasing complexity of building systems and the growing demands on our facilities, additional emphasis on HVAC (including snowmelt) operation, troubleshooting, and maintenance will help ensure the City maintains safe, efficient, and well-functioning facilities while allowing the Facilities Maintenance Supervisor to focus on broader oversight and project management responsibilities. One of the committee members suggested developing work instructions for the position of Facilities Maintenance Supervisor.

The transition of this position was anticipated during the development of the FY26 budget and was included in that budget. The position will also be reflected in the proposed FY27 budget. As a result, there are no anticipated budgetary impacts associated with this change.

*Motion was made by Cooney and seconded by Gruppen to establish a Facilities Maintenance Technician position with a salary range of \$49,456.85 to \$74,185.28 with a midpoint of \$61,821.07. All in favor, motion passed.*

**FY26/27 Salary Range Recommendations**

Klunder gave an overview of the upcoming salary range recommendations that will be brought before the Personnel Committee at April's meeting as Hellenthal has been working on market salary ranges for our employees.

**Paternity Leave, Compensation Time, Holiday Pay, Fitness Membership Follow-Up**

Hellenthal provided a follow-up from the last Personnel Committee meeting in January. After contacting other companies concerning changes to paternity leave, compensation time, and holiday pay, our administrative team is not inclined to suggest any changes. The Personnel Committee did not offer any formal disagreement with the assessment. Our administrative team will bring forth a formal recommendation at an upcoming Personnel Committee meeting on those policy matters.

Helenthal also noted that while it didn't come up at the last Personnel Committee meeting, we have had a request to consider some type of assistance with fitness memberships. Helenthal provided a brief overview of some options the city could consider. The Personnel Committee provided feedback for her to bring back additional information for their consideration. Mayor VanDorp stated that it is possible Zeeland Recreation may consider providing discounts to interested city employees should the city decide to pursue such a policy.

*Motion was made by Cooney and seconded by Gruppen to adjourn the meeting at 12:39 p.m. All in favor, meeting adjourned.*

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Kristi DeVerney, City Clerk



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## PERSONNEL COMMITTEE MEMORANDUM

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TO: Personnel Committee Members

FROM: Tim Klunder, City Manager and Melanie Hellenthal, HR Specialist

SUBJECT: FY 26-27 Salary Range/ Wage Updates

DATE: April 7, 2026

CC: April 16, 2026, Committee Agenda

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### HISTORY

In 2022, the city completed an external wage assessment to determine appropriate market-aligned pay ranges for non-union positions. Since then, the city has adjusted wages annually, including a 3% wage scale increase incorporated into a wage progression grid. Current employees were evaluated within that grid each year to determine annual increases.

### PRESENT

For FY 26–27, like the process used in 2022, an internal wage survey and assessment was completed for each non-union job title. Market data was gathered from local, regional, and statewide municipalities, utilities, and similar private-sector organizations. This data established updated midpoints for each position, ensuring that the City’s wage scales remain fair, competitive, and aligned with the labor market.

#### Survey Results

- Movement from current FY 25–26 midpoints ranged from -30% to +24%.
- For midpoints lower than current FY 25–26 rates, no changes are recommended.
- For midpoints that increased, corresponding wage scale adjustments are recommended.
- A revised wage progression grid, removing the 3% across-the-board increase, is also recommended.

The proposed wage scales and wage progression grid are attached.

FEEL THE ZEEL

## RECOMMENDED FY 26–27 IMPLEMENTATION APPROACH (Per Employee)

1. When applicable, a team member’s wage will increase by the greater of:
  - (a) the percent increase in their wage scale midpoint, or
  - (b) the calculated wage-scale penetration point (based on twenty years of service).As in 2022, this movement is capped at 1% per year of service in the current position.
2. A performance adjustment will be applied (if eligible) according to the updated wage progression grid as of July 1, 2026.
3. For team members with at least one year of service in their current position who, after applying adjustments #1 and #2, would receive less than a 3% increase, a retention adjustment of 2%–3% will be provided (unless performance is unacceptable):
  - (a) Team members above the maximum of their pay scale will receive a one-time payment equal to 2% of base salary after July 1, 2026. This payment will not be added to base wages.
  - (b) Team members whose pay falls within their pay scale will receive a 3% increase to base wages.
4. Any retention adjustment above 3% follows the Management Discretionary Policy.

The applicable provisions of the City’s Salary Increase Plan (Appendix C of the Employee Handbook) for adjustments outlined in #3 and #4 above states *“for team members Special compensation exceptions may occur based on exceptional performance over an extended period of service, a high desire of management to retain the employee, possession of special certifications and/or qualifications beyond the requirements of the position that are of value to the City, or a limited availability of workers in the appropriate labor market possessing the necessary skills and abilities for the position.”* *“Advancement of an employee above the increases listed in the updated annual wage increase chart would be at the discretion of the City Manager or BPW General Manager. The total dollars available for these purposes in a given fiscal year would be determined by the Personnel Committee and approved by the BPW Board and/or by the City Council during the budget approval process.”* The dollar amounts projected under provisions #3 and #4 of this implementation approach are estimated at \$40,500 for the city and \$12,500 for the BPW.

### Overall Financial Impact

If the recommended implementation plan is approved, it will result in projected overall wage increases (for existing team members) —reflecting both wage scale adjustments and performance adjustments—of roughly 5% for FY 26–27. A summary of the combined changes from the previous fiscal year for existing employees are attached. This percentage increase amount generates projected dollar amounts that are within the overall wage budgets (including proposed new positions) presented to City Council during the March 30 and March 31 budget presentations.

FEEL THE ZEEL

**RECOMMENDATION**

City leadership recommends that the Personnel Committee approve the FY 26–27 wage scale (attached) and the wage implementation plan outlined above to ensure that employees serving the City of Zeeland are compensated fairly and competitively.



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Timothy R. Klunder, City Manager

**Proposed 4.16.26**

Job Title	FY 25-26							FY 26-27					
	Minimum		Midpoint		Maximum	Spread	Minimum	Midpoint	Maximum				
Accountant	\$ 53,537.37	\$ 25.74	\$ 64,893.78	\$ 31.20	\$ 76,250.19	\$ 36.66	35%	\$ 54,903.95	\$ 26.40	\$ 66,550.25	\$ 32.00	\$ 78,196.54	\$ 37.59
Admin Asst (BPW)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	30%	\$ 48,011.75	\$ 23.08	\$ 56,484.41	\$ 27.16	\$ 64,957.07	\$ 31.23
Administrative Assistant (City Services)	\$ 46,802.21	\$ 22.50	\$ 55,061.42	\$ 26.47	\$ 63,320.63	\$ 30.44	30%	\$ 48,011.75	\$ 23.08	\$ 56,484.41	\$ 27.16	\$ 64,957.07	\$ 31.23
Administrative Assistant (Com Dev)	\$ 46,802.21	\$ 22.50	\$ 55,061.42	\$ 26.47	\$ 63,320.63	\$ 30.44	30%	\$ 48,011.75	\$ 23.08	\$ 56,484.41	\$ 27.16	\$ 64,957.07	\$ 31.23
Administrative Assistant (Police)	\$ 47,703.16	\$ 22.93	\$ 56,121.37	\$ 26.98	\$ 64,539.57	\$ 31.03	30%	\$ 48,011.75	\$ 23.08	\$ 56,484.41	\$ 27.16	\$ 64,957.07	\$ 31.23
Assistant City Manager/Finance Director (City & BPW)	\$ 87,220.40	\$ 41.93	\$ 120,304.00	\$ 57.84	\$ 153,387.60	\$ 73.74	55%	\$ 97,778.58	\$ 47.01	\$ 134,867.00	\$ 64.84	\$ 171,955.43	\$ 82.67
Assistant Finance Director	\$ 62,024.94	\$ 29.82	\$ 80,032.17	\$ 38.48	\$ 98,039.41	\$ 47.13	45%	\$ 72,828.13	\$ 35.01	\$ 93,971.78	\$ 45.18	\$ 115,115.42	\$ 55.34
Assistant Supervisor Streets/Motorpool/Parks	\$ 53,379.28	\$ 25.66	\$ 66,724.10	\$ 32.08	\$ 80,068.92	\$ 38.49	40%	\$ 54,436.95	\$ 26.17	\$ 68,046.19	\$ 32.71	\$ 81,655.43	\$ 39.26
BPW Maintenance	\$ 34,689.71	\$ 16.68	\$ 42,048.13	\$ 20.22	\$ 49,406.56	\$ 23.75	35%	\$ 42,726.19	\$ 20.54	\$ 51,789.33	\$ 24.90	\$ 60,852.46	\$ 29.26
BPW Water Operations Manager	\$ 86,008.00	\$ 41.35	\$ 114,677.33	\$ 55.13	\$ 143,346.66	\$ 68.92	50%	\$ 86,008.00	\$ 41.35	\$ 114,677.33	\$ 55.13	\$ 143,346.66	\$ 68.92
Cemetery/Parks Supervisor	\$ 56,992.21	\$ 27.40	\$ 73,538.34	\$ 35.35	\$ 90,084.47	\$ 43.31	45%	\$ 58,220.29	\$ 27.99	\$ 75,122.95	\$ 36.12	\$ 92,025.62	\$ 44.24
City Clerk	\$ 59,276.07	\$ 28.50	\$ 79,034.76	\$ 38.00	\$ 98,793.45	\$ 47.50	50%	\$ 59,392.42	\$ 28.55	\$ 79,189.89	\$ 38.07	\$ 98,987.37	\$ 47.59
City Manager	\$ 97,904.51	\$ 47.07	\$ 139,863.59	\$ 67.24	\$ 181,822.67	\$ 87.41	60%	\$ 105,112.74	\$ 50.53	\$ 150,161.05	\$ 72.19	\$ 195,209.37	\$ 93.85
Clean Water Plant Superintendent	\$ 83,519.04	\$ 40.15	\$ 111,358.72	\$ 53.54	\$ 139,198.39	\$ 66.92	50%	\$ 83,519.04	\$ 40.15	\$ 111,358.72	\$ 53.54	\$ 139,198.39	\$ 66.92
Community Development Director/ Assessor	\$ 75,657.69	\$ 36.37	\$ 104,355.43	\$ 50.17	\$ 133,053.17	\$ 63.97	55%	\$ 83,423.83	\$ 40.11	\$ 115,067.36	\$ 55.32	\$ 146,710.88	\$ 70.53
Crossing Guard	\$ 21.05	\$ 0.01	\$ 24.77	\$ 0.01	\$ 28.49	\$ 0.01	30%	\$ 21.05	\$ 0.01	\$ 24.77	\$ 0.01	\$ 28.49	\$ 0.01
Customer Relationship Specialist	\$ 49,926.86	\$ 24.00	\$ 60,517.41	\$ 29.09	\$ 71,107.95	\$ 34.19	35%	\$ 49,926.86	\$ 24.00	\$ 60,517.41	\$ 29.09	\$ 71,107.95	\$ 34.19
Customer Relationship Specialist Supervisor	\$ 54,144.17	\$ 26.03	\$ 69,863.45	\$ 33.59	\$ 85,582.72	\$ 41.15	45%	\$ 54,792.12	\$ 26.34	\$ 70,699.51	\$ 33.99	\$ 86,606.90	\$ 41.64
Deputy Assessor	\$ 55,855.83	\$ 26.85	\$ 69,819.79	\$ 33.57	\$ 83,783.75	\$ 40.28	40%	\$ 60,097.80	\$ 28.89	\$ 75,122.25	\$ 36.12	\$ 90,146.70	\$ 43.34
Deputy Clerk	\$ 49,968.33	\$ 24.02	\$ 60,567.67	\$ 29.12	\$ 71,167.01	\$ 34.21	35%	\$ 49,968.33	\$ 24.02	\$ 60,567.67	\$ 29.12	\$ 71,167.01	\$ 34.21
Deputy Fire Chief	\$ 44,815.36	\$ 21.55	\$ 59,753.81	\$ 28.73	\$ 74,692.26	\$ 35.91	50%	\$ 72,587.91	\$ 34.90	\$ 96,783.89	\$ 46.53	\$ 120,979.86	\$ 58.16
Electric Power Supply & Markets Operations Manager	\$ 114,143.80	\$ 54.88	\$ 152,191.74	\$ 73.17	\$ 190,239.67	\$ 91.46	50%	\$ 114,143.80	\$ 54.88	\$ 152,191.74	\$ 73.17	\$ 190,239.67	\$ 91.46
Electric Transmission & Distribution Manager	\$ 98,734.71	\$ 47.47	\$ 131,646.29	\$ 63.29	\$ 164,557.86	\$ 79.11	50%	\$ 98,734.71	\$ 47.47	\$ 131,646.29	\$ 63.29	\$ 164,557.86	\$ 79.11
Electrical Engineer	\$ 82,108.49	\$ 39.48	\$ 105,946.44	\$ 50.94	\$ 129,784.39	\$ 62.40	45%	\$ 82,801.31	\$ 39.81	\$ 106,840.40	\$ 51.37	\$ 130,879.49	\$ 62.92
Engineer/Project Consultant	\$ 90,879.45	\$ 43.69	\$ 117,263.81	\$ 56.38	\$ 143,648.17	\$ 69.06	45%	\$ 90,879.45	\$ 43.69	\$ 117,263.81	\$ 56.38	\$ 143,648.17	\$ 69.06
Equipment Operator	\$ 46,803.16	\$ 22.50	\$ 56,731.11	\$ 27.27	\$ 66,659.05	\$ 32.05	35%	\$ 46,803.16	\$ 22.50	\$ 56,731.11	\$ 27.27	\$ 66,659.05	\$ 32.05
Event Planner	\$ 47,454.16	\$ 22.81	\$ 61,231.18	\$ 29.44	\$ 75,008.19	\$ 36.06	45%	\$ 55,991.22	\$ 26.92	\$ 72,246.73	\$ 34.73	\$ 88,502.25	\$ 42.55
Events Coordinator/Com Center/Marketing	\$ 41,257.00	\$ 19.84	\$ 51,571.25	\$ 24.79	\$ 61,885.50	\$ 29.75	40%	\$ 42,749.01	\$ 20.55	\$ 53,436.27	\$ 25.69	\$ 64,123.52	\$ 30.83
Facilities Maintenance Supervisor	\$ 58,408.17	\$ 28.08	\$ 75,365.38	\$ 36.23	\$ 92,322.59	\$ 44.39	45%	\$ 64,737.36	\$ 31.12	\$ 83,532.07	\$ 40.16	\$ 102,326.79	\$ 49.20
Facilities Maintenance Technician	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	40%	\$ 49,456.86	\$ 23.78	\$ 61,821.07	\$ 29.72	\$ 74,185.28	\$ 35.67
Financial Analyst	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	40%	\$ 76,571.91	\$ 36.81	\$ 95,714.89	\$ 46.02	\$ 114,857.87	\$ 55.22
Fire Chief	\$ 75,149.08	\$ 36.13	\$ 103,653.90	\$ 49.83	\$ 132,158.72	\$ 63.54	55%	\$ 84,209.01	\$ 40.49	\$ 116,150.36	\$ 55.84	\$ 148,091.70	\$ 71.20
Fire/EMS Firefighter	\$ 54,089.26	\$ 26.00	\$ 65,562.74	\$ 31.52	\$ 77,036.22	\$ 37.04	35%	\$ 54,089.26	\$ 26.00	\$ 65,562.74	\$ 31.52	\$ 77,036.22	\$ 37.04
Fire/EMS Lieutenant	\$ 56,121.71	\$ 26.98	\$ 70,152.14	\$ 33.73	\$ 84,182.56	\$ 40.47	40%	\$ 59,804.53	\$ 28.75	\$ 74,755.66	\$ 35.94	\$ 89,706.80	\$ 43.13
General Manager - BPW	\$ 130,569.95	\$ 62.77	\$ 186,528.50	\$ 89.68	\$ 242,487.05	\$ 116.58	60%	\$ 183,194.67	\$ 88.07	\$ 242,487.05	\$ 89.68	\$ 308,487.05	\$ 116.58
GIS Analyst	\$ 70,040.00	\$ 33.67	\$ 87,550.00	\$ 42.09	\$ 105,060.00	\$ 50.51	40%	\$ 70,040.00	\$ 33.67	\$ 87,550.00	\$ 42.09	\$ 105,060.00	\$ 50.51
Head Custodian	\$ 43,083.58	\$ 20.71	\$ 52,222.52	\$ 25.11	\$ 61,361.46	\$ 29.50	35%	\$ 44,434.05	\$ 21.36	\$ 53,859.46	\$ 25.89	\$ 63,284.87	\$ 30.43
Human Resource Specialist	\$ 51,102.40	\$ 24.57	\$ 63,878.00	\$ 30.71	\$ 76,653.60	\$ 36.85	40%	\$ 61,557.04	\$ 29.59	\$ 76,946.30	\$ 36.99	\$ 92,335.56	\$ 44.39
IT Customer Support Lead	\$ 54,678.67	\$ 26.29	\$ 66,277.17	\$ 31.86	\$ 77,875.68	\$ 37.44	35%	\$ 57,435.09	\$ 27.61	\$ 69,618.29	\$ 33.47	\$ 81,801.48	\$ 39.33
IT Director	\$ 100,394.29	\$ 48.27	\$ 133,859.06	\$ 64.36	\$ 167,323.82	\$ 80.44	50%	\$ 100,394.29	\$ 48.27	\$ 133,859.06	\$ 64.36	\$ 167,323.82	\$ 80.44
IT Engineer/Project Coordinator	\$ 62,600.14	\$ 30.10	\$ 80,774.38	\$ 38.83	\$ 98,948.62	\$ 47.57	45%	\$ 62,600.14	\$ 30.10	\$ 80,774.38	\$ 38.83	\$ 98,948.62	\$ 47.57
Librarian I	\$ 31,934.62	\$ 15.35	\$ 37,570.14	\$ 18.06	\$ 43,205.66	\$ 20.77	30%	\$ 34,009.45	\$ 16.35	\$ 40,011.11	\$ 19.24	\$ 46,012.78	\$ 22.12
Librarian II	\$ 33,655.69	\$ 16.18	\$ 40,794.78	\$ 19.61	\$ 47,933.86	\$ 23.05	35%	\$ 39,797.79	\$ 19.13	\$ 48,239.75	\$ 23.19	\$ 56,681.71	\$ 27.25
Library Page	\$ 22,995.73	\$ 11.06	\$ 27,053.80	\$ 13.01	\$ 31,111.87	\$ 14.96	30%	\$ 27,085.13	\$ 13.02	\$ 31,864.85	\$ 15.32	\$ 36,644.58	\$ 17.62
Library Programming Specialist	\$ 44,366.33	\$ 21.33	\$ 57,246.87	\$ 27.52	\$ 70,127.42	\$ 33.72	45%	\$ 45,255.73	\$ 21.76	\$ 58,394.49	\$ 28.07	\$ 71,533.24	\$ 34.39
Library Technical Service & User Experience Manager	\$ 51,804.33	\$ 24.91	\$ 66,844.30	\$ 32.14	\$ 81,884.26	\$ 39.37	45%	\$ 51,804.33	\$ 24.91	\$ 66,844.30	\$ 32.14	\$ 81,884.26	\$ 39.37
Library Technology and Business Office Lead	\$ 48,059.50	\$ 23.11	\$ 62,012.26	\$ 29.81	\$ 75,965.02	\$ 36.52	45%	\$ 48,059.50	\$ 23.11	\$ 62,012.26	\$ 29.81	\$ 75,965.02	\$ 36.52
Library/Community Center Director	\$ 68,606.86	\$ 32.98	\$ 94,630.16	\$ 45.50	\$ 120,653.45	\$ 58.01	55%	\$ 68,606.86	\$ 32.98	\$ 94,630.16	\$ 45.50	\$ 120,653.45	\$ 58.01
Custodian	\$ 40,860.56	\$ 19.64	\$ 48,071.25	\$ 23.11	\$ 55,281.93	\$ 26.58	30%	\$ 40,860.56	\$ 19.64	\$ 48,071.25	\$ 23.11	\$ 55,281.94	\$ 26.58
Marketing Director	\$ 60,006.28	\$ 28.85	\$ 80,008.38	\$ 38.47	\$ 100,010.47	\$ 48.08	50%	\$ 60,749.40	\$ 29.21	\$ 80,999.20	\$ 38.94	\$ 101,249.00	\$ 48.68
Mechanic - Motor Pool	\$ 50,470.87	\$ 24.26	\$ 63,088.59	\$ 30.33	\$ 75,706.31	\$ 36.40	40%	\$ 50,470.87	\$ 24.26	\$ 63,088.59	\$ 30.33	\$ 75,706.31	\$ 36.40
Parks/Cemetery Maintenance	\$ 42,926.26	\$ 20.64	\$ 52,031.84	\$ 25.02	\$ 61,137.41	\$ 29.39	35%	\$ 42,926.26	\$ 20.64	\$ 52,031.84	\$ 25.02	\$ 61,137.41	\$ 29.39
Police Chief	\$ 84,606.68	\$ 40.68	\$ 116,698.87	\$ 56.11	\$ 148,791.06	\$ 71.53	55%	\$ 85,402.38	\$ 41.06	\$ 117,796.39	\$ 56.63	\$ 150,190.40	\$ 72.21
Police Lieutenant	\$ 72,484.73	\$ 34.85	\$ 93,528.69	\$ 44.97	\$ 114,572.64	\$ 55.08	45%	\$ 72,579.86	\$ 34.89	\$ 93,651.44	\$ 45.02	\$ 114,723.01	\$ 55.16
Streets/Motor Pool Supervisor	\$ 56,882.97	\$ 27.35	\$ 73,397.38	\$ 35.29	\$ 89,911.79	\$ 43.23	45%	\$ 58,220.29	\$ 27.99	\$ 75,122.95	\$ 36.12	\$ 92,025.61	\$ 44.24
Water Technician	\$ 45,063.27	\$ 21.67	\$ 54,622.14	\$ 26.26	\$ 64,181.02	\$ 30.86	35%	\$ 51,316.25	\$ 24.67	\$ 62,201.51	\$ 29.90	\$ 73,086.78	\$ 35.14

**Proposed 4.16.26**

Overall Performance Rating	Position in the Range (Compa-Ratio)					
	<85%	85-95%	96-105%	106-115%	116%-Max	>Max
	1	2	3	4	5	6
Exceptional Performance	8.00%	7.00%	3.00%	1.50%	1.00%	0.00%
Strong Performance	7.00%	6.00%	2.00%	1.00%	0.50%	0.00%
Needs Development	4.00%	2.00%	0.00%	0.00%	0.00%	0.00%
Unacceptable	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

**Proposed 4.16.26**

		Full Time			Part Time			Estimated Annual Total			
City Current Projected	City FT Annual Wages	Dollar Difference	Percentage Difference	City PT Hourly Wages	Dollar Difference	Percentage Difference	Total Estimate PT Annual Salary	City Total Estimated Annual Salary	Annual Dollar Difference	Estimated Increase for FY26-27	
		\$ 3,190,115.75	n/a	n/a	\$ 500.21	n/a	n/a	\$ 491,186.45	\$ 3,681,302.20		
	\$ 3,340,096.50	\$ 149,980.75	4.70%	\$ 547.77	\$ 47.56	9.51%	\$ 539,551.44	\$ 3,879,647.94	\$ 198,345.74	5.39%	
BPW Current Projected	BPW Annual FT Wages	Dollar Difference	Percentage Difference	City PT Hourly Wages	Dollar Difference	Percentage Difference	Total Estimate PT Annual Salary	BPW Total Estimated Annual Salary	Annual Dollar Difference	Estimated Increase for FY26-27	
	\$ 1,070,706.53	n/a	n/a	\$ 179.73	n/a	n/a	\$ 196,416.69	\$ 1,267,123.22			
	\$ 1,103,903.64	\$ 33,197.11	3.10%	\$ 187.82	\$ 8.09	4.50%	\$ 206,615.68	\$ 1,310,519.33	\$ 43,396.11	3.42%	
City & BPW		Total FT Annual Wages	Dollar Difference	Percentage Difference	City PT Hourly Wages	Dollar Difference	Percentage Difference	Total Estimate PT Annual Salary	Total Estimated Annual Salary for FT& PT	Annual Dollar Difference	Estimated Increase for FY26-27
Current		\$ 4,260,822.28	n/a	n/a	\$ 679.95	n/a	n/a	\$ 687,603.14	\$ 4,948,425.42		
Projected		\$ 4,444,000.14	\$ 183,177.86	4.30%	\$ 735.59	\$ 55.64	8.18%	\$ 746,167.13	\$ 5,190,167.27	\$ 241,741.85	4.89%