

CITY OF GUNNISON - EXEMPT

City of Gunnison Exempt Positions	Employee	Date of Hire	Date in Position as of 2016	Length of Service (Years) 1/1/2016	2015 Budgeted Pay	2015 Current Pay	Current Compa Ratio Salary/Midpt	Step based on years of service	Minimum Increase (\$804)		Max Increase (% to Step)	100%	Capped Increase is below entry level	Capped at Maximum	\$ to Appropriate Step		Spread of 35%									
									Dollars to Step	Dollars to % of Step 100%	2016 % Increase	2016 % Increase without Cap	New Salary	New Compa Ratio Salary/Midpt	New Step	2016 Adjusted Average		2015 Adjusted Average								
Aquatics Manager	Baylor, Virginia	6/1/2009	9/14/2013	2.30	\$41,555	\$41,555	88%	2	Aquatics Manager		Annual Amount	\$40,200	\$41,950	\$43,700	\$45,450	\$47,200	\$48,367	\$49,533	\$50,700	\$51,867	\$53,033	\$54,200				
									Steps	Entry	1	2	3	4	5	6	7	8	9	10						
									\$ spread btwn steps	\$1,750	\$1,750	\$1,750	\$1,750	\$1,167	\$1,167	\$1,167	\$1,167	\$1,167	\$1,167	\$1,167						
									% spread btwn steps	4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.2%	2.2%	2.2%						
									2016 Adjusted Average	\$47,188	Increase in Survey data from 2015 Midpoint															
									2015 Adjusted Average	\$47,570	-0.8%															
Planner II	Ruggera, Andie	9/16/2004	1/1/2016	9.00	\$60,908	\$60,908	100%	9	Planner II		Annual Amount	\$51,700	\$53,950	\$56,200	\$58,450	\$60,700	\$62,200	\$63,700	\$65,200	\$66,700	\$68,200	\$69,700				
									Steps	Entry	1	2	3	4	5	6	7	8	9	10						
									\$ spread btwn steps	\$2,250	\$2,250	\$2,250	\$2,250	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500						
									% spread btwn steps	4.4%	4.2%	4.0%	3.8%	2.5%	2.4%	2.4%	2.3%	2.2%	2.2%	2.2%						
									2016 Adjusted Average	\$60,729	Increase in Survey data from 2015 Midpoint															
									2015 Adjusted Average	\$56,052	8.3%															
Facility/Events Manager	Eflin, Andy	6/1/2015	6/1/2015	0.59	\$49,980	\$48,000	82%	Entry	Facility/Events Manager		Annual Amount	\$49,700	\$51,875	\$54,050	\$56,225	\$58,400	\$59,850	\$61,300	\$62,750	\$64,200	\$65,650	\$67,100				
									Steps	Entry	1	2	3	4	5	6	7	8	9	10						
									\$ spread btwn steps	\$2,175	\$2,175	\$2,175	\$2,175	\$1,450	\$1,450	\$1,450	\$1,450	\$1,450	\$1,450	\$1,450						
									% spread btwn steps	4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%	2.2%						
									2016 Adjusted Average	\$58,374	Increase in Survey data from 2015 Midpoint															
									2015 Adjusted Average	\$56,825	2.7%															
City Clerk	Davidson, Gail	5/17/1982	8/28/2002	13.35	\$76,925	\$76,925	110%	10	City Clerk		Annual Amount	\$59,300	\$61,900	\$64,500	\$67,100	\$69,700	\$71,433	\$73,167	\$74,900	\$76,633	\$78,367	\$80,100				
									Steps	Entry	1	2	3	4	5	6	7	8	9	10						
									\$ spread btwn steps	\$2,600	\$2,600	\$2,600	\$2,600	\$1,733	\$1,733	\$1,733	\$1,733	\$1,733	\$1,733	\$1,733						
									% spread btwn steps	4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%	2.2%						
									2016 Adjusted Average	\$69,746	Increase in Survey data from 2015 Midpoint															
									2015 Adjusted Average	\$67,385	3.5%															
Communications Director	Sherman, Laurie	11/15/2002	2/1/2014	2.92	\$60,718	\$60,718	86%	2	Dispatch Comm Director		Annual Amount	\$59,700	\$62,325	\$64,950	\$67,575	\$70,200	\$71,950	\$73,700	\$75,450	\$77,200	\$78,950	\$80,700				
									Steps	Entry	1	2	3	4	5	6	7	8	9	10						
									\$ spread btwn steps	\$2,625	\$2,625	\$2,625	\$2,625	\$1,750	\$1,750	\$1,750	\$1,750	\$1,750	\$1,750	\$1,750						
									% spread btwn steps	4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%	2.2%						
									2016 Adjusted Average	\$70,164	Increase in Survey data from 2015 Midpoint															
									2015 Adjusted Average	\$69,375	1.1%															
Police Captain	Wilson, Chris	2/16/1990	8/23/2008	9.36	\$79,358	\$79,358	110%	9	Police Captain		Annual Amount	\$61,400	\$64,100	\$66,800	\$69,500	\$72,200	\$74,000	\$75,800	\$77,600	\$79,400	\$81,200	\$83,000				
									Steps	Entry	1	2	3	4	5	6	7	8	9	10						
									\$ spread btwn steps	\$2,700	\$2,700	\$2,700	\$2,700	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800						
									% spread btwn steps	4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%	2.2%						
									2016 Adjusted Average	\$72,171	Increase in Survey data from 2015 Midpoint															
									2015 Adjusted Average	\$72,847	-0.9%															
Park & Recreation Director	Ampietro, Dan	4/11/1983	7/1/1989	26.52	\$98,335	\$98,335	114%	10	Park & Rec Director		Annual Amount	\$73,300	\$76,500	\$79,700	\$82,900	\$86,100	\$88,233	\$90,367	\$92,500	\$94,633	\$96,767	\$98,900				
									Steps	Entry	1	2	3	4	5	6	7	8	9	10						
									\$ spread btwn steps	\$3,200	\$3,200	\$3,200	\$3,200	\$2,133	\$2,133	\$2,133	\$2,133	\$2,133	\$2,133	\$2,133						
									% spread btwn steps	4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%	2.2%						
									2016 Adjusted Average	\$86,087	Increase in Survey data from 2015 Midpoint															
									2015 Adjusted Average	\$86,047	0.0%															

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City of Gunnison Exempt Positions	Employee	Date of Hire	Date in Position as of 2016	Length of Service (Years) 1/1/2016	2015 Budgeted Pay	2015 Current Pay	Current Compa Ratio Salary/Midpt	Step based on years of service	Dollars to Step	Dollars to % of Step 100%	Minimum Increase (\$804)		2016 % Increase	2016 % Increase without Cap	Max Increase (% to Step) 100%	Capped Increase is below entry level	Capped at Maximum	\$ to Appropriate Step	New Salary	New Compa Ratio Salary/Midpt	New Step	Spread of 35%																
											2016 Increase	2016 % Increase																										
City Engineer	Zerger, Terry	7/1/1988	1/1/1995	21.01	\$103,172	\$103,172	115%	10	-\$72	-\$72	City Engineer		0.78%	-0.07%	\$103,976	116%	10+																					
											Annual Amount	\$76,300												\$79,650	\$83,000	\$86,350	\$89,700	\$91,933	\$94,167	\$96,400	\$98,633	\$100,867	\$103,100					
											Steps	1												2	3	4	5	6	7	8	9	10						
											Entry																											
											\$ spread btwn steps													\$3,350	\$3,350	\$3,350	\$3,350	\$2,233	\$2,233	\$2,233	\$2,233	\$2,233						
											% spread btwn steps													4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%						
											2016 Adjusted Average																\$89,675											
											2015 Adjusted Average																\$90,525											
																								-0.9%	Increase in Survey data from 2015 Midpoint													
											IT System Administrator	Lee, Mike												5/4/2015	5/4/2015	5.66	\$73,500	\$73,500	97%	5	\$3,867	\$3,867	IT System Administrator		5.26%	5.26%	\$77,367	102%
Annual Amount	\$64,300	\$67,100	\$69,900	\$72,700	\$75,500	\$77,367	\$79,233	\$81,100	\$82,967	\$84,833			\$86,700																									
Steps	1	2	3	4	5	6	7	8	9	10																												
Entry																																						
\$ spread btwn steps		\$2,800	\$2,800	\$2,800	\$2,800	\$1,867	\$1,867	\$1,867	\$1,867	\$1,867																												
% spread btwn steps		4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.2%																												
2016 Adjusted Average					\$75,532																																	
2015 Adjusted Average					\$73,494																																	
													2.8%	Increase in Survey data from 2015 Midpoint																								
Finance Director	Cowan, Ben	2/9/2015	2/9/2015	3.89	\$109,170	\$88,650	92%	3	\$3,975	\$3,975			Finance Director		4.48%	4.48%	\$92,625	96%	3																			
											Annual Amount	\$81,900	\$85,475	\$89,050										\$92,625	\$96,200	\$98,583	\$100,967	\$103,350	\$105,733	\$108,117	\$110,500							
											Steps	1	2	3										4	5	6	7	8	9	10								
											Entry																											
											\$ spread btwn steps		\$3,575	\$3,575										\$3,575	\$3,575	\$2,383	\$2,383	\$2,383	\$2,383	\$2,383								
											% spread btwn steps		4.4%	4.2%										4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%								
											2016 Adjusted Average														\$96,169													
											2015 Adjusted Average														\$95,846													
																								0.3%	Increase in Survey data from 2015 Midpoint													
											Community Dev Director	Westbay, Steve	6/21/2004	6/21/2004										11.54	\$109,750	\$109,750	111%	10	\$3,750	\$3,750	Community Dev Director				3.42%	3.42%	\$113,500	115%
Annual Amount	\$84,100	\$87,775	\$91,450	\$95,125	\$98,800	\$101,250	\$103,700	\$106,150	\$108,600	\$111,050					\$113,500																							
Steps	1	2	3	4	5	6	7	8	9	10																												
Entry																																						
\$ spread btwn steps		\$3,675	\$3,675	\$3,675	\$3,675	\$2,450	\$2,450	\$2,450	\$2,450	\$2,450																												
% spread btwn steps		4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%																												
2016 Adjusted Average					\$98,826																																	
2015 Adjusted Average					\$96,668																																	
															2.2%	Increase in Survey data from 2015 Midpoint																						
Public Works Director	Bradford, Ken (Tex)	5/16/1994	1/23/2006	11.95	\$109,988	\$109,988	111%	10	\$4,112	\$4,112					Public Works Director		3.74%	3.74%	\$114,100	115%	10																	
											Annual Amount	\$84,500	\$88,200	\$91,900	\$95,600	\$99,300								\$101,767	\$104,233	\$106,700	\$109,167	\$111,633	\$114,100									
											Steps	1	2	3	4	5								6	7	8	9	10										
											Entry																											
											\$ spread btwn steps		\$3,700	\$3,700	\$3,700	\$3,700								\$2,467	\$2,467	\$2,467	\$2,467	\$2,467										
											% spread btwn steps		4.4%	4.2%	4.0%	3.9%								2.5%	2.4%	2.4%	2.3%	2.3%										
											2016 Adjusted Average					\$99,285																						
											2015 Adjusted Average					\$96,971																						
																								2.4%	Increase in Survey data from 2015 Midpoint													
											Police Chief	Robinson, Keith	9/1/1979	6/2/2008	9.59	\$108,635								\$108,635	107%	9	\$5,348	\$5,348	Police Chief						4.92%	4.92%	\$113,983	112%
Annual Amount	\$86,300	\$90,075	\$93,850	\$97,625	\$101,400	\$103,917	\$106,433	\$108,950	\$111,467	\$113,983							\$116,500																					
Steps	1	2	3	4	5	6	7	8	9	10																												
Entry																																						
\$ spread btwn steps		\$3,775	\$3,775	\$3,775	\$3,775	\$2,517	\$2,517	\$2,517	\$2,517	\$2,517																												
% spread btwn steps		4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%																												
2016 Adjusted Average					\$101,423																																	
2015 Adjusted Average					\$100,158																																	
																	1.3%	Increase in Survey data from 2015 Midpoint																				
City Manager																	City Manager																					
											Annual Amount	\$109,600	\$114,400	\$119,200	\$124,000	\$128,800	\$132,000	\$135,200						\$138,400	\$141,600	\$144,800	\$148,000											
											Steps	1	2	3	4	5	6	7						8	9	10												
											Entry																											
											\$ spread btwn steps		\$4,800	\$4,800	\$4,800	\$4,800	\$3,200	\$3,200						\$3,200	\$3,200	\$3,200												
											% spread btwn steps		4.4%	4.2%	4.0%	3.9%	2.5%	2.4%						2.4%	2.3%	2.3%												
											2016 Adjusted Average					\$128,829																						
											2015 Adjusted Average					\$126,892																						

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									Dollars to Step	Dollars to % of Step 100%	2016 Increase	2016 % Increase	2016 % Increase without Cap	New Salary	New Compa Ratio Salary/Midpt	New Step			
City Manager	Coleman, Ken	6/18/1981	12/3/2005	12.08	\$144,006	\$144,006	112%	10	\$3,994	\$3,994	\$3,994.00	2.77%	2.77%	\$148,000	115%	10	1.5%	Increase in Survey data from 2015 Midpoint	
					Total 2015 Budgeted Wage	Total 2015 Actual Wage			Cost from 2015 wage to Step	Cost from 2015 wage to maximum \$ inc	Cost to Implement	Overall % Increase	Total 2016 Budgeted Wage				Average Market Increase		
					\$1,226,000	\$1,203,500			\$45,925	\$45,925	\$47,040	4.31%	\$1,250,540				1.60%		