

**Managerial/Confidential Compression Examples**

<u>Title</u>	<u>3% Min Range Reduction</u>	<u>Current Min</u>	<u>Current Max</u>	<u>Current Difference in Max</u>	<u>Proposed FY 13 Min</u>	<u>Proposed FY13 Max</u>	<u>Difference in Proposed FY13 Max</u>
Police Major (Management)	\$80,454.40	\$82,139.20	\$118,934.40		\$80,454.40	\$123,718.40	
Police Capt (FOP - Officers & Sgts)	\$84,219.20	\$84,219.20	\$121,950.40		\$84,219.20	\$121,950.40	
<b>Difference</b>	<b>-4.68%</b>			<b>-2.54%</b>			<b>1.45%</b>
Administrative Assistant I (Management)	\$47,964.80	\$48,942.40	\$67,412.80		\$47,964.80	\$70,116.80	
Administrative Assistant I (Fed/Prof)	\$52,436.80	\$51,916.80	\$71,489.60		\$52,436.80	\$72,196.80	
<b>Difference</b>	<b>-9.32%</b>			<b>-6.05%</b>			<b>-2.97%</b>
Administrative Assistant II (Management)	\$52,915.20	\$54,017.60	\$76,294.40		\$52,915.20	\$79,372.80	
Administrative Assistant II (Fed/Prof)	\$57,865.60	\$57,283.20	\$80,912.00		\$57,865.60	\$81,723.20	
<b>Difference</b>	<b>-9.36%</b>			<b>-6.05%</b>			<b>-2.96%</b>
Public Works Facil/Maint Supv(Management)	\$52,915.20	\$54,017.60	\$76,294.40		\$52,915.20	\$79,372.80	
Facilities Maint Foreman (Fed/Prof)	\$53,705.60	\$53,164.80	\$73,299.20		\$53,705.60	\$74,027.20	
<b>Difference</b>	<b>-1.49%</b>			<b>4.09%</b>			<b>7.22%</b>
Assistant City Engineer (Management)	\$74,755.20	\$76,294.40	\$110,468.80		\$74,755.20	\$114,920.00	
Senior Project Manager (Fed/Prof)	\$74,027.20	\$73,299.20	\$106,163.20		\$74,027.20	\$107,224.00	
<b>Difference</b>	<b>0.98%</b>			<b>4.06%</b>			<b>7.18%</b>
Administrative Aide (Confidential)	\$41,808.00	\$42,660.80	\$52,998.40		\$41,808.00	\$59,654.40	
Administrative Aide (Teamsters)	\$39,478.40	\$39,083.20	\$50,265.09		\$39,478.40	\$53,114.00	
<b>Difference</b>	<b>5.90%</b>			<b>5.44%</b>			<b>12.31%</b>
Assistant Police Chief (Management)	\$86,694.40	\$88,483.20	\$131,310.40		\$86,694.40	\$136,593.60	
Police Captain (FOP- Capt & LTs)	\$84,219.20	\$84,219.20	\$121,950.40		\$84,219.20	\$121,950.40	
<b>Difference</b>	<b>2.94%</b>			<b>7.78%</b>			<b>12.01%</b>
Assistant City Engineer (Management)	\$74,755.20	\$76,294.40	\$110,468.80		\$74,755.20	\$114,920.00	
Engineering Design Manager (Fed/Prof)	\$74,027.20	\$73,299.20	\$106,163.20		\$74,027.20	\$107,224.00	
<b>Difference</b>	<b>0.98%</b>			<b>4.06%</b>			<b>7.18%</b>

As a rule-of-thumb, compensation experts recommend that supervisors be compensated at least 10 -15% above their highest paid subordinate(s). Currently, there are a number of supervisor/subordinate jobs in the City that have a pay range difference less than 10%. Some examples are listed above: Assistant City Engineer/Engineer Design Manager, Assistant Police Chief/Police Captain, Public Works Facilities Maintenance Sup/Facilities Maintenance Forman and Police Major/Police Captain.