

Managerial/Confidential Compression Examples

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

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 Foreman and Police Major/Police Captain.