

RUSSELL TOWNSHIP SalarySchedule24.xlsx

(See Attached Motion for Changes)

TT Minutes Dated 2/1/2017

| CLERICAL | | | | ASST TO THE FO | | |
|-----------------------------|------------------|-----------------|-------------------|---|--------------|----------------|
| | FULL TIME | | PART TIME | FULL TIME | | |
| 15 YRS EXP | 25.2108 | 52,438.44 | 26.2966 | 15 YRS EXP | 25.7909 | 53,645.10 |
| 10 YRS EXP | 24.0310 | 49,984.46 | 22.2653 | 10 YRS EXP | 24.7795 | 51,541.38 |
| 5 YRS EXP | 21.7490 | 45,237.86 | 21.1038 | 5 YRS EXP | 23.7681 | 49,437.65 |
| 4 YRS EXP | 21.1125 | 43,914.00 | 19.0583 | 4 YRS EXP | 22.7567 | 47,333.92 |
| 3 YRS EXP | 20.6694 | 42,992.24 | 18.5304 | 3 YRS EXP | 21.7453 | 45,230.19 |
| 2 YRS EXP | 20.0879 | 41,782.89 | 18.0625 | 2 YRS EXP | 20.7338 | 43,126.46 |
| 1 YRS EXP | 19.0634 | 39,651.77 | 17.5404 | 1 YRS EXP | 19.7225 | 41,022.73 |
| START | 18.0374 | 37,517.65 | 17.0653 | START | 18.7111 | 38,919.00 |
| | per hr | per yr | per hr | | per hr | per yr |
| ASST TO THE TRUSTEES | | | | | | |
| | PART TIME | | per hr | | | |
| 10 YRS EXP | 35.9948 | | | | | |
| 7 YRS EXP | 31.1458 | | | | | |
| 5 YRS EXP | 26.2966 | | | ZI & ROAD | | |
| 3 YRS EXP | 23.4040 | | | 45,614.40 | 21.9300 | |
| START | 21.0373 | | | per yr | per hr | |
| ROAD SUPER. | | | | | | |
| | 85,201.05 | per yr | | RD FRMN | 32.3697 | per hr |
| ROAD LABORER | | | | | | |
| CLASS: | II C | II B | II B Mech. | II A | III A | per hr |
| 3 YRS EXP | 22.2654 | 22.9198 | | 25.2614 | 25.5816 | |
| 2 YRS EXP | 21.8564 | 22.4982 | | 24.7993 | | |
| 1 YRS EXP | 21.4601 | 22.0768 | | 24.3375 | | |
| START | 21.0775 | 21.6714 | 25.7981 | 23.8890 | | |
| FIRE CHIEF* | | | | | | |
| | 34,954.03 | per yr | | P.T PARA: | per hr | ON CALL |
| ASST. CH* | 12,362.58 | per yr | | 1 YRS EXP | 19.1599 | |
| CAPT.* | 1.56 | per hr (OP) | | START | 18.0493 | PARA |
| LT.* | 1.25 | per hr (OP) | | EMT - I | per hr | ON CALL |
| OIC* | 1.00 | per hr (OP) | | 1 YRS EXP | 17.2829 | |
| F.T. PARA | 31.1991 | per hr | | START | 16.1721 | EMT - I |
| | | | | EMT | per hr | ON CALL |
| | | | | 1 YRS EXP | 16.3277 | |
| POLICE CHIEF* | 80,155.88 | per yr | | START | 15.2169 | EMT |
| LT.* | 75,111.86 | per yr | | | | |
| POLICE ASST* | 51.00 | per pay(OP) | | | | per hr |
| Bargaining Unit | | | | ALL EMT/FF EMERGENCY RESPONSE & SCHEDULED TRAINING | | |
| SGT.* | 35.6133 | per hr | | | | 9.8450 |
| OFFICERS: | FULLTIME | PARTTIME | per hr | | | |
| 3 YRS EXP | 31.9752 | 22.1772 | | | | |
| 2 YRS EXP | 30.2923 | 21.0062 | | | | |
| 1 YRS EXP | 28.0484 | 19.8351 | | | | |
| 6 MOS EXP | 26.9265 | 18.6642 | | | | |
| START | 25.8045 | 17.5034 | | | | |

PROPOSED CHANGES TO FIRE DEPARTMENT COMPENSATION

| CHANGE NUMBER | DESCRIPTION | ACTION | EFFECT ON BUDGET | EFFECT ON PROCEDURE |
|----------------------|---|--|-------------------------|---|
| 1 | Convert Chief from Officer's Pay to Part Time Salaried Exempt employee. | From \$2,551.30/mo. to \$1,275.65/pay. | None | Change pay from 1x/mo. to 2x/mo. |
| 2 | Roll Chief's per call pay into salary based on 2016 wages (442.5 hrs.). | Change from \$1,275.65/pay to \$1,456.42/pay (roll in per call \$ from 2016)*. | None | Track hrs. only for ACA. |
| 3 | Convert Asst. Chief from Officer's Pay to Part Time Salaried Non-Exempt employee. | From \$1,030.22/mo. to \$515.11/pay. | None | Change pay from 1x/mo. to 2x/mo. Track all hrs. only for ACA. |
| 4 | Convert Captain Officer's Pay to per hour worked Officer's Pay. | Add \$1.56/hr. worked to normal pay rate. | None | Change OP pay from 1x/mo. to 2x/mo. Track & pay all hrs. as worked. |
| 5 | Convert Lieutenant Officer's Pay to per hour worked Officer's Pay. | Add \$1.25/hr. worked to normal pay rate. | None | Change OP pay from 1x/mo. to 2x/mo. Track & pay all hrs. as worked. |
| 6 | Add Officer-In-Charge Officer's Pay to compensation schedule. | Add \$1.00/hr. worked to normal pay rate. | Unknown | Track & pay all hrs. as worked. |

* See FIRE CHIEF COMPENSATION WORKSHEET (Page 2 of 2).

FIRE CHIEF COMPENSATION WORKSHEET

| YEAR | PAY TYPE | HOURS | RATE/HR* | GROSS AMOUNT | PER PAY AMOUNT |
|-------------|-------------------------|-------|-----------|--------------------|-------------------|
| 2014 | Officer's Pay* | N/A | N/A | \$29,542.59 | |
| | Emergency | | | | |
| | Response/Training | 218.5 | \$9.5000 | | |
| | PARA On Call | 84 | \$14.1500 | | |
| | P.T. PARA | 17.5 | \$18.4884 | | |
| 2014 | W-2 Total Amount | | | \$32,735.15 | \$1,363.96 |
| 2015 | Officer's Pay* | N/A | N/A | \$30,015.27 | |
| | Emergency | | | | |
| | Response/Training | 286 | \$9.6520 | | |
| | PARA On Call | 32.5 | \$14.3764 | | |
| | P.T. PARA | 2 | \$18.7842 | | |
| 2015 | W-2 Total Amount | | | \$33,017.90 | \$1,375.75 |
| 2016 | Officer's Pay* | N/A | N/A | \$30,615.58 | |
| | Emergency | | | | |
| | Response/Training | 251 | \$9.8450 | | |
| | PARA On Call | 172 | \$14.6639 | | |
| | P.T. PARA | 19.5 | \$19.1599 | | |
| 2016 | W-2 Total Amount | | | \$34,954.03 | \$1,456.42 |

* As of December 31st of That Year.