ORD 17-017

AN ORDINANCE CONSTITUTING BUDGET AMENDMENT NO. 7 TO THE FISCAL YEAR 2017 OPERATING BUDGET (BEING AN ORDINANCE TO AMEND SUBSTITUTE NO. 1 TO ORDINANCE NO. 16-018, AS AMENDED)

#4359

Sponsor:

Council Member Guy

WHEREAS, the 106th Session of the Council of the City of Wilmington has enacted Substitute No. 1 to Ordinance No. 16-018, as amended, the Annual Operating Budget for Fiscal Year 2017; and

WHEREAS, the 106th Session of the Council of the City of Wilmington has enacted Ordinance Nos. 16-042, 16-052, 16-054, 16-055, 16-066, and 17-001 being Amendment Nos. 1, 2, 3, 4, 5, and 6, respectively, to the Annual Operating Budget for Fiscal Year 2017; and

WHEREAS, on January 3, 2017, several new members of the Council of the City of Wilmington for the 107th Session (the "Council"), were sworn into their respective offices; and

WHEREAS, on January 3, 2017, several members of the 106th Session of Council of the City of Wilmington continued their service as members of the 107th Session of Council, and carried over their scholarship and discretionary fund balances; and

WHEREAS, the Council deems it necessary and proper to amend the operating budget for the Council in order to ensure each new member of Council has $5,000.00 for scholarships and $500 in discretionary funds.

NOW, THEREFORE, THE COUNCIL OF THE CITY OF WILMINGTON HEREBY ORDAINS:

SECTION 1. The following financial program is hereby adopted for Fiscal Year 2017, and appropriations are hereby made from the various operating

and special funds to the Council, the Mayor, and all offices, departments, boards, and commissions, as indicated in the following sections.

SECTION 2. Appropriations in the sum of **$173,276,689** are hereby made from a general fund, as follows:

TO THE MAYOR:

	City	Special	Total
Personal Services	$3,773,241	$67,357	$3,840,598
Materials, Supplies, and Equipment	2,607,247	0	2,607,247
Special Purpose	0	0	0
Debt Service	4,081,163	0	4,081,163
Total	**$10,461,651**	**$67,357**	**$10,529,008**

TO THE MAYOR FOR THE WILMINGTON ARTS COMMISSION:

	City	Special	Total
Special Purpose	$0	$0	$0
Total	**$0**	**$0**	**$0**

TO THE DIRECTOR OF THE OFFICE OF MANAGEMENT AND BUDGET - CONTINGENCIES:

	City	Special	Total
Contingent Reserves	$500,000	$0	$500,000
Anticipated Prescription Savings	($544,640)	$0	($544,640)
Employee Compensation Adjustments	6,702,231	0	6,702,231
Total	**$6,657,591**	**$0**	**$6,657,591**

The Director of the Office of Management and Budget is authorized to transfer to each office, department, board, or commission such portions of the Contingent Reserves that will be sufficient to pay for unanticipated budgetary expenses, and to transfer as a budget reduction to each Department their respective portion of the Anticipated Prescription Savings, once the details are ascertained. Budget Amendment No. 2

increased the Contingent Reserves by $6,702,231 for Employee Compensation Adjustments. Once the details of the Employee Compensation Adjustments (including retroactive payments) are ascertained by Payroll, the Director of the Office of Management and Budget is authorized to transfer to each office, department, board, or commission such portions of the Contingent Reserves to fund the respective Departmental increases in Personal Services resulting from the Employee Compensation Adjustments.

TO THE DIRECTOR OF THE OFFICE OF MANAGEMENT AND BUDGET - SNOW AND WEATHER EMERGENCIES:

	City	Special	Total
Snow and Weather Emergencies	$172,000	$0	$172,000
Total	**$172,000**	**$0**	**$172,000**

The Director of the Office of Management and Budget is authorized to transfer to each office, department, board, or commission such portions of the foregoing sum that, taken with amounts otherwise available to each such office, department, board, or commission, will be sufficient to pay for the contractual cost, overtime cost, materials, supplies, and equipment cost of emergency snow removal and weather emergencies.

TO THE PLANNING DEPARTMENT:

	City	Special	Total
Personal Services	$998,007	$50,292	$1,048,299
Materials, Supplies, and Equipment	522,949	0	522,949
Special Purpose	0	0	0
Debt Service	241,918	0	241,918
Total	**$1,762,874**	**$50,292**	**$1,813,166**

TO THE CITY COUNCIL:

	City	Special	Total
Personal Services	$1,558,132	$784,992	$2,343,124
Materials, Supplies, and Equipme	784,391	129,695	914,086
Special Purpose	19,000	0	19,000
Debt Service	683	29,310	29,993
Total	$2,362,206	$943,997	$3,306,203

TO THE CITY TREASURER:

	City	Special	Total
Personal Services	$329,189	$364,701	$693,890
Materials, Supplies, and Equipment	159,702	4,272,037	4,431,739
Total	**$488,891**	**$4,636,738**	**$5,125,629**

TO THE AUDITING DEPARTMENT:

	City	Special	Total
Personal Services	$423,498	$0	$423,498
Materials, Supplies, and Equipment	294,924	0	294,924
Total	**$718,422**	**$0**	**$718,422**

TO THE LAW DEPARTMENT:

	City	Special	Total
Personal Services	$2,231,854	$0	$2,231,854
Materials, Supplies, and Equipment	699,032	0	$699,032
Total	**$2,930,886**	**$0**	**$2,930,886**

TO THE FINANCE DEPARTMENT:

	City	Special	Total
Personal Services	$5,331,701	$0	$5,331,701
Materials, Supplies, and Equipment	4,502,969	0	$4,502,969
Program and Activities	0	0	$0
Debt Service	38,237	0	$38,237
Total	**$9,872,907**	**$0**	**$9,872,907**

TO THE DIRECTOR OF FINANCE - BUDGET RESERVE ACCOUNT:

	City	Special	Total
Debt Service	$0	$0	$0
Total	**$0**	**$0**	**$0**

The Director of Finance is authorized to transfer the above amount into the Budget Reserve Account as the FY 2016 contribution, in conformance with Wilm. C. Ch. 2, Art. V, Div. 2. No transfer from this account to any annual operating budget accounts of any office, department, board, or commission shall be made except upon approval of an ordinance passed by a two-thirds majority vote of the President and all members of Council.

TO THE DEPARTMENT OF COMMERCE

	City	Special	Total
Debt Service	$1,290,546	$0	$1,290,546
Total	**$1,290,546**	**$0**	**$1,290,546**

TO THE HUMAN RESOURCES DEPARTMENT

	City	Special	Total
Personal Services	$1,365,436	$0	$1,365,436
Materials, Supplies, and Equipment	739,035	0	739,035
Debt Service	24,761	0	24,761
Total	**$2,129,232**	**$0**	**$2,129,232**

TO THE DEPARTMENT OF LICENSES AND INSPECTIONS:

	City	Special	Total
Personal Services	$3,503,300	$0	$3,503,300
Materials, Supplies, and Equipment	1,164,285	0	1,164,285
Debt Service	4,790	0	4,790
Programs and Activities	0	0	0
Total	**$4,672,375**	**$0**	**$4,672,375**

TO THE DEPARTMENT OF LICENSES & INSPECTIONS FOR ANIMAL CONTROL:

	City	Special	Total
Special Purpose	$600,000	$0	$600,000
Total	**$600,000**	**$0**	**$600,000**
L&I Total	**5,272,375**	**0**	**5,272,375**

TO THE DEPARTMENT OF PARKS AND RECREATION:

	City	Special	Total
Personal Services	$4,504,813	$664,497	$5,169,310
Materials, Supplies, and Equipment	2,630,205	1,013,662	3,643,867
Debt Service	1,935,729	0	1,935,729
Programs and Activities	0	0	0
Total	**$9,070,747**	**$1,678,159**	**$10,748,906**

TO THE FIRE DEPARTMENT:

	City	Special	Total
Personal Services	$21,435,727	$0	$21,435,727
Materials, Supplies, and Equipment	2,736,308	201,369	2,937,677
Debt Service	707,707	0	707,707
Programs and Activities	0	0	0
Total	**$24,879,742**	**$201,369**	**$25,081,111**

TO THE POLICE DEPARTMENT:

	City	Special	Total
Personal Services	$47,788,037	$541,244	$48,329,281
Materials, Supplies, and Equipment	8,129,750	0	8,129,750
Debt Service	392,880	0	392,880
Programs and Activities	0	0	0
Total	**$56,310,667**	**$541,244**	**$56,851,911**

TO THE DEPARTMENT OF PUBLIC WORKS:

	City	Special	Total
Personal Services	$9,500,170	$0	$9,500,170
Materials, Supplies, and Equipment	11,272,256	1,070,165	12,342,421
Debt Service	3,967,967	0	3,967,967
Programs and Activities	0	0	0
Total	**$24,740,393**	**$1,070,165**	**$25,810,558**

TO THE DEPARTMENT OF PUBLIC WORKS-
THE BOARD OF EXAMINING ENGINEERS:

	City	Special	Total
Personal Services	$0	$0	$0
Materials, Supplies, and Equipment	0	0	0
Total	**$0**	**$0**	**$0**

TO THE DEPARTMENT OF REAL ESTATE AND HOUSING:

	City	Special	Total
Personal Services	$147,469	$923,773	$1,071,242
Materials, Supplies, and Equipment	395,793	114,510	510,303
Debt Service	1,234,547	0	1,234,547
Programs and Activities	0	2,150,146	2,150,146
Pass-Through	0	0	0
Total	**$1,777,809**	**$3,188,429**	**$4,966,238**

SECTION 3. The Director of Finance is authorized upon transfer of any function from one office, department, board, or commission to another office,

department, board, or commission to transfer to the successor office, department, board, or commission those portions that pertain to the function transferred.

SECTION 4. Whenever, pursuant to the provisions of Section 8-401 of the Charter, employees of any office, department, board, or commission are used by another office, department, board, or commission, the compensation of such employees for the period of such use may, at the discretion of the Director of Finance, be charged against the applicable appropriations to the using office, department, board, or commission.

SECTION 5. Appropriations in the sum of $73,235,279 are hereby made from the Water/Sewer Fund as follows:

TO THE DEPARTMENT OF FINANCE - WATER/SEWER BILLING:

	City	Special	Total
Personal Services	$2,285,454	$0	$2,285,454
Materials, Supplies, and Equipment	2,534,942	0	2,534,942
Debt Service	30,462	0	30,462
Total	**$4,850,858**	**$0**	**$4,850,858**

TO THE AUDITING DEPARTMENT:

	City	Special	Total
Materials, Supplies, and Equipment	$72,268	$0	$72,268
Total	**$72,268**	**$0**	**$72,268**

TO THE DIRECTOR OF FINANCE - SALARY ADJUSTMENT/ATTRITION:

	City	Special	Total
Salary Adjustment	$0	$0	$0
Total	**$0**	**$0**	**$0**

The Director of Finance is authorized to transfer to each office or department such portions of the foregoing sum as will be sufficient to pay for personal services increases authorized by Councilmanic action, and to transfer from each

department in which a vacancy occurs funds in an amount equal to the unexpended personal services balance for such unfilled position.

TO THE DEPARTMENT OF PUBLIC WORKS:

	City	Special	Total
Personal Services	$8,562,386	$0	$8,562,386
Materials, Supplies, and Equipment	53,649,539	0	53,649,539
Debt Service	6,100,228	0	6,100,228
Total	**$68,312,153**	**$0**	**$68,312,153**

SECTION 6. Appropriations in the sum of $45,975,673 are made from the Intragovernmental Service Fund as follows:

TO THE MAYOR:

	City	Special	Total
Personal Services	$2,073,160	$0	$2,073,160
Materials, Supplies, and Equipment	6,457,690	0	6,457,690
Debt Service	222,166	0	222,166
Total	**$8,753,016**	**$0**	**$8,753,016**

TO THE FINANCE DEPARTMENT:

	City	Special	Total
Personal Services	$0	$0	$0
Materials, Supplies, and Equipment	0	0	0
Debt Service	0	0	0
Total	**$0**	**$0**	**$0**

TO THE DEPARTMENT OF PUBLIC WORKS:

	City	Special	Total
Personal Services	$0	$0	$0
Materials, Supplies, and Equipment	7,093,608	0	7,093,608
Debt Service	182,956	0	182,956
Total	**$7,276,564**	**$0**	**$7,276,564**

TO THE HUMAN RESOURCES DEPARTMENT:

	City	Special	Total
Personal Services	1,131,165	$0	$1,131,165
Materials, Supplies, and Equipment	3,999,214	0	3,999,214
Special Purpose	24,815,714	0	24,815,714
Total	**$29,946,093**	**$0**	**$29,946,093**

TO THE DIRECTOR OF HUMAN RESOURCES - RISK MNGT./ENVIRONMENTAL LIABILITY RESERVE ACCOUNT:

	City	Special	Total
Risk Mgt./Environmental Acct.	$0	$0	$0
Total	**$0**	**$0**	**$0**

The Director of Finance is authorized to transfer the above amount to the Human Resources Department in its Risk Management/Environmental Liability Reserve Account as the FY 2017 contribution in conformity with the provisions of Wilm. C. Ch. 2, Section 2-381, as amended. The account shall be maintained in a manner sufficient to permit it to accrue through accumulation of principal and interest and the balance shall be carried forward from one fiscal year to the next. The account shall be accessed and transfers shall be authorized only for purposes of the City meeting an obligation arising out of liability on the part of City government.

The personal services, materials, supplies, and equipment provided for herein shall be allocated among and paid for by the departments receiving intragovernmental services. The Director of Finance is hereby authorized to transfer funds from the accounts of departments using such intragovernmental services and to adjust upwards the appropriations contained herein for intragovernmental services so long as appropriated funds are available to pay for such services. The appropriations

made herein shall be wholly payable from the appropriations for materials, supplies, and equipment made to departments receiving intragovernmental services and the limitations of Wilmington Charter Section 2-300(6) shall not apply.

Appropriations to the Human Resources Department include ongoing funding of the Risk Management Program, pursuant to the provisions of Wilm. C., Ch. 2, Art. VI, Div. 5.

SECTION 7. Appropriations in the sum of $12,377,750 not subject to the limitations of Wilmington Charter Section 2-300(6), are included in the appropriations of Sections 5, 8, and 9, under the heading "Special". These appropriations of special funds are made contingent upon the receipt of funds and shall be utilized in the manner prescribed by the statutes, ordinances, regulations, resolutions, and/or grants from which they derive. In the event new funds are received or funds are received in greater or lesser amounts than appropriated above, spending shall be adjusted upward or downward in accordance with the funds available. In no event shall spending of the special funds herein provided for exceed the amounts actually received or otherwise made available.

SECTION 8. Except as otherwise provided by this ordinance, special funds, heretofore established pursuant to any ordinances, statutes, resolutions, and/or grants shall continue to be utilized in Fiscal Year 2017 for the purpose and in the manner prescribed by such ordinances, statutes, resolutions, and/or grants to the extent that they are consistent with the provisions of the Wilmington Home Rule Charter.

When, under the Charter, an appropriation is a prerequisite to the

payment of money from such special funds, this section shall be construed as an appropriation of the full proceeds of such funds for the purposes heretofore authorized by such ordinances, statutes, resolutions and/or grants.

SECTION 9. The amounts herein appropriated for materials, supplies, and equipment shall be deemed to be available for encumbrance upon the effective date of this ordinance, to the extent necessary to facilitate the operations of the various offices, departments, boards, and commissions for Fiscal Year 2017, provided that no services shall be rendered prior to July 1, 2016, and no materials, supplies, and equipment acquired shall be used in Fiscal Year 2016, except to the extent required to prepare for Fiscal Year 2017 operations.

SECTION 10. A. Position Allocation. Attachment "A" hereto sets forth the positions authorized to be filled between July 1, 2016 and June 30, 2017. Pursuant to Section 40-36 of the City Code, any previously existing classifications and allocation of classifications are hereby abolished. Hereinafter, no additional positions shall be created or allocated without review and approval by the Administrative Board and designation by ordinance of the City Council, except that nothing in this ordinance shall preclude the hiring and payment of employees filling positions where monies other than those appropriated by this ordinance are available.

B. Executive and Managerial Salary Program and Salary Structure Matrix.

Attachment "B" hereto sets forth the positions that are in the executive and management salary program and the salary structure matrix for Fiscal Year 2017, pursuant to the provisions of Section 40-221 of the City Code, as amended by Substitute No. 1 to Ordinance No. 04-010.

C. Non-Union Employee Salaries. Attachment "C" hereto sets forth the Non-Union Salaries and the Grades and Steps for the same for Fiscal Year 2017.

SECTION 11. All unencumbered balances on hand as of July 1, 2017, held by any office, department, board, or commission named in Sections 5, 8, and 9 of this ordinance shall revert to the City of Wilmington Current Account.

SECTION 12. Use of General Fund Balance. A fund balance transfer of $1.5 million from the General Fund Unassigned Fund Balance to the Housing Opportunities Fund (also known as Housing Strategic Fund) is authorized for FY 2017. Use of the General Fund Unassigned Fund Balance to balance the General Fund Operating Budget for FY 2017 is hereby authorized, but only up to the amount of the additional appropriations approved by City Council for employee compensation increases and one-time payments, as set forth in Ordinance No. 16-052, ***and*** any appropriations approved by City Council for the Council Organization Fund as set forth in Amendment No. 3 to the Annual Operating Budget for Fiscal Year 2017***and*** any appropriations approved by City Council for the City Treasurer-elect as set forth in Amendment No. 4 to the Annual Operating Budget for Fiscal Year 2017, **and** any appropriations approved by City Council for scholarships and discretionary accounts as set forth in this Ordinance amending the Annual Operating Budget for Fiscal Year 2017.

SECTION 13. Transfers and Uses of Fund Balance. A fund balance transfer of $2.0 million from the Risk Management Fund to the Health and Welfare Fund is authorized for FY 2017. At the close of FY 2017, the $2.0 million fund balance in the Health and Welfare Fund shall be used to offset or eliminate the operating deficit in that Fund.

SECTION 14.. This Ordinance shall be deemed effective as of its date of passage by City Council and approval by the Mayor.

First Reading.....April 6, 2017
Second Reading..... April 6, 2017
Third Reading.....

Passed by City Council,

President of City Council

ATTEST: _____
City Clerk

Approved as to form this
4th day of
May, 2017

Aanya Bhatnagar
Assistant City Solicitor

* The above signature should not be construed to constitute an opinion of the Law Department as to the legality or constitutionality of the content of this Ordinance.

Approved this ____ day of
_____, 2017

_____
Mayor

SYNOPSIS AND FISCAL IMPACT:

This Ordinance is the seventh (7th) amendment to the FY 2017 Annual Operating Budget. This amendment increases the City Council General Fund Material, Supplies, & Equipment appropriation by $29,605 to fund Council student scholarships at a level of $5,000 per new member of Council and fund their discretionary accounts at $500 per new member of Council. The $29,605 increase will be covered by the General Fund Unassigned Fund Balance.

ATTACHMENT A

Attachment A

Amendment # 6

Fiscal Year 2017
DEPARTMENTAL POSITION ALLOCATION LIST

Fund: General
Department: Mayor's Office

Job Title	No.	Grade	Revenues City	Revenues Special
Mayor	1.00	Ext	1.00	0.00
Mayor's Chief of Staff	1.00	E 11	1.00	0.00
Deputy Chief of Staff for Policy and Communications	1.00	E 10	1.00	0.00
Deputy Chief of Staff for Fiscal and Management Operations	1.00	E 10	1.00	0.00
Director of Economic Development	1.00	E 09	1.00	0.00
Deputy Director of Economic Development	1.00	E 07	1.00	0.00
Special Assistant to the Mayor for Employment Initiatives	1.00	E 07	1.00	0.00
Director of Cultural Affairs	1.00	E 06	1.00	0.00
Policy Analyst	1.00	E 06	1.00	0.00
Director of Constituent Services	1.00	E 05	1.00	0.00
Best Practices/Innovation Specialist	1.00	E 05	1.00	0.00
Digital and Social Media Manager	1.00	E 04	1.00	0.00
* Communications ~~Assistant~~ Officer	1.00	E 04	1.00	0.00
Administrative Assistant - Office of the Mayor	2.00	E 04	2.00	0.00
Cultural Affairs Manager	1.00	E 04	1.00	0.00
Office Manager/Administrative Assistant	1.00	E 04	1.00	0.00
Economic Development Program Manager I	1.00	E 04	1.00	0.00
Marketing and Special Projects Coordinator	1.00	E 04	1.00	0.00
Administrative Assistant II	1.00	E 02	1.00	0.00
Constituent Services Officer	3.00	E 02	3.00	0.00
Mayor's Office Receptionist	1.00	E 01	1.00	0.00
Budget Director	1.00	M 08	1.00	0.00
Emergency Management Director	1.00	M 07	0.50	0.50
Mgr. of Minority, Disadvantaged and Small Business Enterprise	1.00	M 06	1.00	0.00
Senior Economic Research & Development Advisor	1.00	M 06	1.00	0.00
Senior Analyst/Systems Coordinator	1.00	T	1.00	0.00
Senior Analyst	1.00	S	1.00	0.00
Budget Analyst II	2.00	R	2.00	0.00
Economic Development Specialist	1.00	P	1.00	0.00
Civil Appeals Administrator	1.00	N	1.00	0.00
Constituent Services Project Specialist	1.00	N	1.00	0.00
Youth Intervention Specialist	1.00	L	1.00	0.00
Constituent Services Representative	1.00	G	1.00	0.00
DEPARTMENT TOTAL	**37.00**		**36.50**	**0.50**

Fund: Internal Service
Department: Mayor's Office
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
Director of Integrated Technologies	1.00	M 07	1.00	0.00
Helpdesk Manager	1.00	M 05	1.00	0.00
Webmaster	1.00	M 02	1.00	0.00
Application Support Specialist II	2.00	T	2.00	0.00
Mapping & Graphics Manager	1.00	S	1.00	0.00
Application Support Specialist I	1.00	R	1.00	0.00
Information Systems Administrator	1.00	R	1.00	0.00
Information Help Desk Coordinator	1.00	P	1.00	0.00
Network Technician	1.00	P	1.00	0.00
Information Desktop Engineer	1.00	O	1.00	0.00
Information Analyst I	1.00	N	1.00	0.00
Information Help Desk Engineer	3.00	N	3.00	0.00
Telephony Analyst	1.00	N	1.00	0.00
IT Office Coordinator	1.00	M	1.00	0.00
Mapping Technician II	1.00	L	1.00	0.00
Communications Assistant	1.00	G	1.00	0.00
Document Management Technician	2.00	G	2.00	0.00
IT Support Services Technician	1.00	D	1.00	0.00
DEPARTMENT TOTAL	**22.00**		**22.00**	**0.00**

Fund: General
Department: Planning
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
Director of Planning and Development	1.00	E 08	1.00	0.00
Administrative Assistant II	1.00	E 02	1.00	0.00
Planning Manager	1.00	M 07	1.00	0.00
Planning Grants Coordinator	1.00	M 05	1.00	0.00
Senior Planner Design & Review	1.00	S	1.00	0.00
Senior Planner II	1.00	R	1.00	0.00
Planner II	3.00	P	2.53	0.47
Planner I	1.00	N	1.00	0.00
DEPARTMENT TOTAL	**10.00**		**9.53**	**0.47**

Fund: General
Department: City Council
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
President of City Council	1.00	Ext	1.00	0.00
Finance Chairman	1.00	Ext	1.00	0.00
President Pro Tempore	1.00	Ext	1.00	0.00
Council Members	10.00	Ext	10.00	0.00
Executive Administrative Assistant	1.00	Ext	1.00	0.00
Legislative Aide/Deputy City Clerk	1.00	Ext	1.00	0.00
Cable/Communications Producer/Director	2.00	Ext	0.00	2.00
Cable/Communications Senior Producer/Director	2.00	Ext	0.00	2.00
Chief of Staff	1.00	Ext	0.90	0.10
City Clerk	1.00	Ext	1.00	0.00
Chief Financial Officer & Policy Advisor	1.00	Ext	0.95	0.05
Director of Communications	1.00	Ext	0.00	1.00
Legislative & Policy Analyst	1.00	Ext	1.00	0.00
Legislative & Policy Director	1.00	Ext	1.00	0.00
Producer Editor	1.00	Ext	0.00	1.00
Cable/Communications Production Supervisor	1.00	Ext	0.00	1.00
Station Manager-WITN	1.00	Ext	0.00	1.00
DEPARTMENT TOTAL	**28.00**		**19.85**	**8.15**

Fund: General
Department: City Treasurer
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
City Treasurer	1.00	Ext	0.50	0.50
Deputy Treasurer	1.00	Ext	0.50	0.50
Administrative Assistant to the City Treasurer	1.00	Ext	0.67	0.33
Pension Administrator	1.00	Ext	0.00	1.00
Debt Manager/System Coordinator	1.00	Ext	0.50	0.50
Analyst II	1.00	N	1.00	0.00
Retirement Benefit Specialist	1.00	N	0.00	1.00
DEPARTMENT TOTAL	**7.00**		**3.17**	**3.83**

Fund: General
Department: City Auditor
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
City Auditor	1.00	E 08	1.00	0.00
Auditing Manager	1.00	M 06	1.00	0.00
Senior Auditor	1.00	S	1.00	0.00
Staff Auditor	1.00	P	1.00	0.00
DEPARTMENT TOTAL	**4.00**		**4.00**	**0.00**

Fund: General
Department: Law
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
City Solicitor	1.00	E 10	1.00	0.00
Senior First Assistant City Solicitor	1.00	E 09	1.00	0.00
First Assistant City Solicitor	2.00	E 09	2.00	0.00
Senior Assistant City Solicitor	1.00	E 08	1.00	0.00
Assistant City Solicitor	5.00	E 07	5.00	0.00
Legal Research Attorney	1.00	E 04	1.00	0.00
Legal Administrative Assistant	1.00	E 03	1.00	0.00
Legal Assistant III	1.00	P	1.00	0.00
Litigation Assistant	1.00	P	1.00	0.00
Real Estate Legal Coordinator	1.00	P	1.00	0.00
Legal Assistant II	1.00	O	1.00	0.00
Legal Legislative Assistant	1.00	N	1.00	0.00
Nuisance Property Administrator	1.00	N	1.00	0.00
Legal Assistant I	2.00	M	2.00	0.00
DEPARTMENT TOTAL	**20.00**		**20.00**	**0.00**

Fund: General
Department: Finance
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
Director of Finance	0.50	E 10	0.50	0.00
Deputy Director of Finance	0.60	E 08	0.60	0.00
Administrative Assistant II	0.75	E 02	0.75	0.00
Principal Analyst	0.50	M 06	0.50	0.00
Procurement Manager	1.00	M 06	1.00	0.00
Senior Financial Officer	0.65	M 06	0.65	0.00
Accounting Manager	0.65	M 05	0.65	0.00
Customer Service Manager	0.50	M 05	0.50	0.00
Senior Financial Analyst	0.80	M 05	0.80	0.00
Tax Manager	1.00	M 05	1.00	0.00
Billing Manager	0.20	T	0.20	0.00
Revenue Supervisor	0.50	T	0.50	0.00
Tax Supervisor	1.00	T	1.00	0.00
Delinquent Accounts Supervisor	0.50	S	0.50	0.00
Grant Coordinator	0.75	S	0.75	0.00
Parking Services Supervisor	1.00	S	1.00	0.00
Assistant Tax Supervisor	1.00	R	1.00	0.00
Revenue Audit Agent	2.00	R	2.00	0.00
Revenue Collector	1.00	R	1.00	0.00
Senior Accountant	2.30	R	2.30	0.00
Sheriff Sale Administrator	0.10	R	0.10	0.00
Real Estate Coordinator	1.00	Q	1.00	0.00
Purchasing Agent II	2.00	P	2.00	0.00
Assistant Central Cashiering Supervisor	0.50	N	0.50	0.00
Grant Accountant	0.75	N	0.75	0.00
Staff Accountant	0.50	N	0.50	0.00
Accounts Payable Coordinator	0.50	M	0.50	0.00
Assistant Revenue Audit Agent	1.00	M	1.00	0.00
Customer Service Consultant	0.20	M	0.20	0.00
Delinquent Accounts Agent	1.50	L	1.50	0.00
EIT Agent	6.00	L	6.00	0.00
Settlement Clerk	0.20	L	0.20	0.00
Purchasing Technician	1.00	J	1.00	0.00
Customer Service Representative II	3.50	I	3.50	0.00
Senior Parking Regulations Enforcement Officer	1.00	I	1.00	0.00
Account Entry Clerk	3.50	G	3.50	0.00
Administrative Clerk I	3.50	G	3.50	0.00
Data Entry Clerk III	1.00	G	1.00	0.00
Account Clerk III	0.50	F	0.50	0.00
Parking Regulations Enforcement Officer	14.00	F	14.00	0.00
Scofflaw Enforcer	2.00	F	2.00	0.00
DEPARTMENT TOTAL	**61.45**		**61.45**	**0.00**

Fund: Water and Sewer
Department: Finance
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
Director of Finance	0.50	E 10	0.50	0.00
Deputy Director of Finance	0.40	E 08	0.40	0.00
Administrative Assistant II	0.25	E 02	0.25	0.00
Principal Analyst	0.50	M 06	0.50	0.00
Senior Financial Officer	0.35	M 06	0.35	0.00
Accounting Manager	0.35	M 05	0.35	0.00
Customer Service Manager	0.50	M 05	0.50	0.00
Senior Financial Analyst	0.20	M 05	0.20	0.00
Billing Manager	0.80	T	0.80	0.00
Revenue Supervisor	0.50	T	0.50	0.00
Delinquent Accounts Supervisor	0.50	S	0.50	0.00
Grant Coordinator	0.25	S	0.25	0.00
Senior Accountant	0.70	R	0.70	0.00
Sheriff Sale Administrator	0.90	R	0.90	0.00
Billing Analyst	2.00	Q	2.00	0.00
Assistant Central Cashiering Supervisor	0.50	N	0.50	0.00
Grant Accountant	0.25	N	0.25	0.00
Staff Accountant	1.50	N	1.50	0.00
Accounts Payable Coordinator	0.50	M	0.50	0.00
Customer Service Consultant	2.80	M	2.80	0.00
Delinquent Accounts Agent	1.50	L	1.50	0.00
Settlement Clerk	0.80	L	0.80	0.00
Meter Reader Services Coordinator	1.00	K	1.00	0.00
Customer Service Representative II	3.50	I	3.50	0.00
Delinquent Accounts Officer	1.00	H	1.00	0.00
Account Entry Clerk	0.50	G	0.50	0.00
Administrative Clerk I	0.50	G	0.50	0.00
Account Clerk III	0.50	F	0.50	0.00
Meter Reader	1.00	E	1.00	0.00
DEPARTMENT TOTAL	**24.55**		**24.55**	**0.00**

Fund: General
Department: Human Resources
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
Director of Human Resources	0.55	E 09	0.55	0.00
Administrative Assistant II	1.00	E 02	1.00	0.00
Director of Labor Relations/Classification	1.00	M 07	1.00	0.00
Payroll Manager	1.00	M 05	1.00	0.00
Human Resources Administrator	3.00	M 04	3.00	0.00
Human Resources Information Systems Administrator	1.00	S	1.00	0.00
Human Resources Information and Systems Analyst	1.00	Q	1.00	0.00
Human Resources Compensation and Research Technician	1.00	O	1.00	0.00
Human Resources Specialist	1.00	N	1.00	0.00
Payroll Specialist	2.00	J	2.00	0.00
Human Resources Office Assistant	1.00	G	1.00	0.00
DEPARTMENT TOTAL	**13.55**		**13.55**	**0.00**

Fund: Internal Service
Department: Human Resources
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
Director of Human Resources	0.45	E 09	0.45	0.00
Director of Risk Management & Employee Benefits	1.00	M 06	1.00	0.00
Employee Benefits Manager	1.00	M 06	1.00	0.00
Risk Manager	1.00	M 06	1.00	0.00
Occupational Health, Safety & Loss Prevention Programs Manager	1.00	M 05	1.00	0.00
Occupational Health Nurse	1.00	P	1.00	0.00
Claims Supervisor	1.00	P	1.00	0.00
Risk Management Analyst	1.00	O	1.00	0.00
Employee Benefits Administrator	1.00	N	1.00	0.00
Human Resource Office Assistant	1.00	G	1.00	0.00
Medical Records Clerk	1.00	G	1.00	0.00
DEPARTMENT TOTAL	**10.45**		**10.45**	**0.00**

Fund: General
Department: Licenses and Inspections
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
Commissioner of Licenses and Inspections	1.00	E 09	1.00	0.00
Deputy Commissioner of Licenses and Inspections	1.00	E 07	1.00	0.00
Administrative Assistant I	1.00	E 01	1.00	0.00
Housing Code Enforcement Supervisor	1.00	S	1.00	0.00
Building Code Enforcement Inspector	5.00	Q	5.00	0.00
Zoning Manager	1.00	Q	1.00	0.00
Plans Examiner	2.00	P	2.00	0.00
Code Enforcement Administrator	1.00	O	1.00	0.00
Mechanical Code Enforcement Inspector	1.00	N	1.00	0.00
Building Permit Director	1.00	M	1.00	0.00
Business Compliance Officer	1.00	M	1.00	0.00
Code Enforcement Inspector	14.00	M	14.00	0.00
Administrative Supervisor	1.00	L	1.00	0.00
Administrative Clerk I	6.00	G	6.00	0.00
Records Clerk	1.00	C	1.00	0.00
DEPARTMENT TOTAL	**38.00**		**38.00**	**0.00**

Fund: General
Department: Parks and Recreation
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
Director of Parks and Recreation	1.00	E 08	1.00	0.00
Deputy Director of Parks and Recreation	1.00	E 06	1.00	0.00
Community Referral Specialist	1.00	E 03	1.00	0.00
Administrative Assistant I	1.00	E 01	1.00	0.00
Executive Director of WHACC	1.00	M 05	1.00	0.00
Projects Manager	1.00	M 05	1.00	0.00
Superintendent of Maintenance, Parks & Recreation	1.00	M 05	1.00	0.00
Superintendent of Recreation	1.00	M 05	1.00	0.00
Youth & Families Manager	1.00	M 05	1.00	0.00
Parks Maintenance Supervisor	1.00	M 04	1.00	0.00
Parks Financial Administrator	1.00	P	1.00	0.00
City Forester	1.00	N	1.00	0.00
Youth & Families Program Administrator	1.00	N	1.00	0.00
Physical Activities Coordinator	1.00	M	1.00	0.00
Recreation Program Coordinator	1.00	M	1.00	0.00
Technical Landscape Foreman	1.00	M	1.00	0.00
Assistant Parks Maintenance Supervisor	1.00	L	1.00	0.00
Equipment and Transportation Assistant	1.00	K	1.00	0.00
Accounts & Program Support Coordinator	1.00	H	1.00	0.00
Labor Foreman II	2.00	H	2.00	0.00
Small Engine Mechanic	1.00	H	1.00	0.00
Account Clerk III	1.00	F	1.00	0.00
Maintenance Mechanic II	1.00	F	1.00	0.00
Labor Foreman I	4.00	E	4.00	0.00
Clerk II	1.00	D	1.00	0.00
Equipment Operator II	3.00	D	3.00	0.00
Nursery Technician	1.00	D	1.00	0.00
Equipment Operator I	2.00	C	2.00	0.00
General Laborer II	2.00	C	2.00	0.00
General Laborer I	4.00	B	4.00	0.00
DEPARTMENT TOTAL	**41.00**		**41.00**	**0.00**

Fund: General
Department: Fire
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
Chief of Fire	1.00	E 09	1.00	0.00
Deputy Chief	2.00	E 07	2.00	0.00
Administrative Assistant II	1.00	E 02	1.00	0.00
Battalion Chief	10.00		10.00	0.00
Captain	11.00		11.00	0.00
Lieutenant	29.00		29.00	0.00
Firefighter	119.00		119.00	0.00
Fire Plans Reviewer	1.00	P	1.00	0.00
Executive Assistant to the Chief	1.00	N	1.00	0.00
Fiscal Administrator	1.00	K	1.00	0.00
Administrative Clerk II	1.00	H	1.00	0.00
DEPARTMENT TOTAL	**177.00**		**177.00**	**0.00**

Fund: General
Department: Police
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
Chief of Police	1.00	E 09	1.00	0.00
Administrative Assistant I	1.00	E 01	1.00	0.00
Inspector	2.00		2.00	0.00
Captain	7.00		7.00	0.00
Lieutenant	11.00		11.00	0.00
Sergeant	37.00		37.00	0.00
Patrol Officer	261.00		254.00	7.00
Victim Services Supervisor	1.00	Q	1.00	0.00
Bilingual Victims Case Coordinator	1.00	P	1.00	0.00
Crime Analyst	1.00	P	1.00	0.00
Domestic Violence Coordinator	1.00	P	1.00	0.00
Communications Supervisor	5.00	O	5.00	0.00
Property Technician	1.00	M	1.00	0.00
Records Supervisor	1.00	L	1.00	0.00
Fiscal Administrator	1.00	K	1.00	0.00
Senior Emergency Communications Specialist	1.00	J	1.00	0.00
Criminal Records Coordinator	1.00	I	1.00	0.00
Emergency Communications Specialist	12.00	I	12.00	0.00
Information Input Specialist	1.00	I	1.00	0.00
Administrative Clerk II	1.00	H	1.00	0.00
Emergency Call Operator	14.00	H	14.00	0.00
Administrative Clerk I	1.00	G	1.00	0.00
Communications and Data Specialist	7.00	G	7.00	0.00
Document Management Technician	1.00	G	1.00	0.00
Police Records Specialist	1.00	G	1.00	0.00
Police Reports Specialist	1.00	G	1.00	0.00
Senior Clerk	1.00	G	1.00	0.00
Vehicle Maintenance Technician	1.00	G	1.00	0.00
Teleserve Operator	6.00	F	6.00	0.00
DEPARTMENT TOTAL	**381.00**		**374.00**	**7.00**

Fund: General
Department: Public Works
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
Commissioner of Public Works	0.25	E 09	0.25	0.00
Deputy Commissioner of Public Works	0.50	E 08	0.50	0.00
Administrative Assistant I	0.25	E 01	0.25	0.00
Director of Transportation	1.00	M 07	1.00	0.00
Administrative Services Director	0.35	M 06	0.35	0.00
City Engineer	0.45	M 06	0.45	0.00
Operations Director	1.00	M 06	1.00	0.00
Transportation Engineer	1.00	T	1.00	0.00
Building Services Supervisor	1.00	Q	1.00	0.00
Construction Supervisor/RCMS MGR	0.50	Q	0.50	0.00
Contracts & Fleet Administrator	1.00	P	1.00	0.00
Sanitation Manager	1.00	P	1.00	0.00
Engineering Records Coordinator	0.25	O	0.25	0.00
Street Cleaning Supervisor	1.00	O	1.00	0.00
Transportation Administrative Supervisor	1.00	O	1.00	0.00
CADD/GIS Engineering Coordinator	1.00	N	1.00	0.00
Traffic Maintenance Foreman	1.00	M	1.00	0.00
Assistant Sanitation Supervisor	2.00	L	2.00	0.00
Constituent Services Supervisor	0.30	L	0.30	0.00
ITMS Senior Technician	1.00	L	1.00	0.00
Assistant Building Services Manager	1.00	K	1.00	0.00
Administrative Coordinator	0.50	J	0.50	0.00
Assistant Street Cleaning Supervisor	2.00	J	2.00	0.00
Purchasing Coordinator I	0.20	J	0.20	0.00
Administrative Clerk III	0.50	I	0.50	0.00
Assistant Street and Sewer Maintenance Supervisor	0.20	I	0.20	0.00
Construction Inspector	1.00	I	1.00	0.00
Account Technician	0.50	H	0.50	0.00
Building Technician II	1.00	H	1.00	0.00
Constituent Services Assistant	1.20	H	1.20	0.00
Equipment Operator V	1.00	H	1.00	0.00
Labor Foreman II	0.20	H	0.20	0.00
Signal Electrician	4.00	H	4.00	0.00
Administrative Clerk I	0.60	G	0.60	0.00
Traffic Maintenance Technician II	4.00	G	4.00	0.00
Traffic Technician II	2.00	G	2.00	0.00
Equipment Operator IV	14.40	F	14.40	0.00
Maintenance Mechanic I	1.00	E	1.00	0.00
Sanitation Driver	15.00	E	15.00	0.00
Sanitation Worker	25.00	E	25.00	0.00
Equipment Operator II	10.00	D	10.00	0.00
General Laborer II	2.00	C	2.00	0.00
General Laborer I	17.00	B	17.00	0.00
DEPARTMENT TOTAL	**120.15**		**120.15**	**0.00**

Fund: Water and Sewer
Department: Public Works
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
Commissioner of Public Works	0.75	E 09	0.75	0.00
Deputy Commissioner of Public Works	0.50	E 08	0.50	0.00
Administrative Assistant I	0.75	E 01	0.75	0.00
Water Division Director	1.00	M 07	1.00	0.00
Administrative Services Director	0.65	M 06	0.65	0.00
Assistant Water Division Director	2.00	M 06	2.00	0.00
City Engineer	0.55	M 06	0.55	0.00
Water Quality Manager	1.00	M 05	1.00	0.00
Environmental Programs Manager	1.00	S	1.00	0.00
Civil Engineer	2.00	R	2.00	0.00
Contracts & Maintenance Supervisor	1.00	R	1.00	0.00
Construction Supervisor/RCMS MGR	0.50	Q	0.50	0.00
Urban Forest Administrator	1.00	Q	1.00	0.00
Water Distribution Supervisor	2.00	Q	2.00	0.00
Assistant Water Distribution Supervisor	1.00	P	1.00	0.00
Water Quality Assistant	1.00	P	1.00	0.00
Wet Weather Administrator	1.00	P	1.00	0.00
Engineering Records Coordinator	0.75	O	0.75	0.00
SCADA Technician	1.00	O	1.00	0.00
Sewer Maintenance Supervisor	1.00	O	1.00	0.00
Water Production Supervisor	2.00	O	2.00	0.00
Water Systems Supervisor	1.00	O	1.00	0.00
Water Meter Supervisor	1.00	N	1.00	0.00
Water Production Maintenance Foreman	2.00	M	2.00	0.00
Constituent Services Supervisor	0.70	L	0.70	0.00
Water Quality Specialist	3.00	L	3.00	0.00
Chief Construction Inspector	1.00	K	1.00	0.00
Administrative Coordinator	0.50	J	0.50	0.00
GIS Technician	2.00	J	2.00	0.00
Purchasing Coordinator I	0.80	J	0.80	0.00
Administrative Clerk III	0.50	I	0.50	0.00
Assistant Street and Sewer Maintenance Supervisor	0.80	I	0.80	0.00
Construction Inspector	4.00	I	4.00	0.00
Account Technician	0.50	H	0.50	0.00
Assistant Water Meter Supervisor	1.00	H	1.00	0.00
Constituent Services Assistant	2.80	H	2.80	0.00
Labor Foreman II	4.80	H	4.80	0.00

Fund: Water and Sewer (Continued)
Department: Public Works
Fiscal Year 2017

			Revenues	
Job Title	No.	Grade	City	Special
Plant Mechanic II	6.00	H	6.00	0.00
Plant Operator III	8.00	H	8.00	0.00
Welder	1.00	H	1.00	0.00
Administrative Clerk I	0.40	G	0.40	0.00
Equipment Operator IV	4.60	F	4.60	0.00
Maintenance Mechanic II	1.00	F	1.00	0.00
Equipment Operator III	1.00	E	1.00	0.00
Maintenance Mechanic I	3.00	E	3.00	0.00
Technical Maintenance Mechanic I	8.00	E	8.00	0.00
Equipment Operator II	3.00	D	3.00	0.00
General Laborer III	9.00	D	9.00	0.00
Equipment Operator I	1.00	C	1.00	0.00
General Laborer II	6.00	C	6.00	0.00
DEPARTMENT TOTAL	**100.85**		**100.85**	**0.00**

Fund: General
Department: Real Estate and Housing
Fiscal Year 2017

Job Title	No.	Grade	Revenues City	Revenues Special
Director of Real Estate and Housing	1.00	E 08	0.45	0.55
Director of Rehabilitation	1.00	M 05	0.05	0.95
Development Specialist	1.00	Q	0.46	0.54
Senior Program Administrator	1.00	Q	0.00	1.00
Program Administrator	1.00	P	0.21	0.79
Program Coordinator	1.00	P	0.18	0.82
Financial Administrator	1.00	O	0.00	1.00
Senior Rehabilitation Specialist II	2.00	N	0.13	1.87
Senior Rehabilitation Loan Specialist	1.00	I	0.00	1.00
Administrative Clerk II	1.00	H	0.00	1.00
DEPARTMENT TOTAL	**11.00**		**1.48**	**9.52**

ATTACHMENT B

City of Wilmington
Executive and Managerial
Position Level Salary Structure Matrix
FY 2017

	Salary Range 07/01/16 - 06/30/17	
Level 1	$38,029	$ 57,803
Administrative Assistant I		
Mayor's Office Receptionist		
Level 2	$42,037	$64,736
Administrative Assistant II		
Constituent Services Officer		
Webmaster		
Level 3	$46,339	$72,289
Legal Administrative Assistant		
Level 4	$51,283	$81,027
Administrative Assistant – Office of the Mayor		
Communications Officer		
Cultural Affairs Manager		
Digital & Social Media Manager		
Economic Development Program Manager I		
Human Resources Administrator		
Legal Research Attorney		
Marketing & Special Projects Coordinator		
Office Manager/Administrative Assistant		
Parks Maintenance Supervisor		
Public Relations & Communications Officer		
Level 5	$56,735	$90,555
Accounting Manager		
Best Practices/Innovation Specialist		
Customer Service Manager		
Director of Constituent Services Division		
Director of Rehabilitation		
Executive Director of WHACC		
Help Desk Manager		
Occupational Health, Safety & Loss Prevention Program Manager		
Planning Grants Coordinator		
Projects Manager		
Senior Financial Analyst		
Superintendent of Maintenance, Parks & Recreation		
Superintendent of Recreation		
Youth & Families Manager		
Water Quality Manager		

	Salary Range 07/01/16 - 06/30/17	
Level 6	$63,281	$101,249
Administrative Services Director		
Assistant Water Division Director		
Auditing Manager		
City Engineer		
Deputy Director of Parks & Recreation		
Director of Cultural Affairs		
Director of Risk Management & Employee Benefits		
Employee Benefits Manager		
Manager of Minority, Disadvantaged & Small Business Enterprise		
Operations Director		
Payroll Manager		
Policy Analyst		
Principal Analyst		
Procurement Manager		
Risk Manager		
Senior Economic Research & Development Advisor		
Senior Financial Officer		
Tax Manager		
Level 7	$68,279	$109,928
Assistant City Solicitor		
Deputy Chief of Fire		
Deputy Commissioner of Licenses & Inspections		
Deputy Director of Economic Development		
Director of Integrated Technologies		
Director of Labor Relations and Classifications		
Director of Transportation		
Emergency Management Director		
Planning Manager		
Special Assistant to the Mayor for Employment Initiatives		
Water Division Director		
Level 8	$73,595	$118,385
Budget Director		
City Auditor		
Deputy Commissioner of Public Works		
Deputy Finance Director		
Director of Parks & Recreation		
Director of Planning and Development		
Director of Real Estate & Housing		
Senior Assistant City Solicitor		

	07/01/16 - 06/30/17	
Level 9	$79,360	$127,770
Chief of Fire		
Chief of Police		
Commissioner of Licenses & Inspections		
Commissioner of Public Works		
Director of Economic Development		
Director of Human Resources		
First Assistant City Solicitor		
Senior First Assistant City Solicitor		
Level 10	$85,466	$137,600
City Solicitor		
Deputy Chief of Staff for Fiscal & Management Operations		
Deputy Chief of Staff for Policy and Communications		
Director of Finance		
Level 11	$92,251	$148,526
Chief of Staff		

Revised: 12/30/16
Effective: 01/19/17

City of Wilmington
Salary Review Matrix
FY '17

	First Third	Middle Third	Top Third
Far Above Expectations	Up to 4%	Up to 4%	Up to 4%
Above Expectations	Up to 3%	Up to 3%	Up to 3%
Meets Expectations	Up to 2%	Up to 2%	Up to 2%
Below Expectations	Up to 1%	Up to 1%	Up to 1%
Far Below Expectations	0%	0%	0%

Revised: 09/09/16

DECLARED RATES

Department Heads

FY 2017

Title	Salary
Mayor	$122,701
Chief of Staff	$120,869
City Treasurer	$120,015
City Solicitor	$118,663
Commissioner of Public Works	$117,073
Chief of Police	$117,073
Director of Finance	$117,073
Director of Human Resources	$115,667
Chief of Fire	$115,298
Director of Economic Development	$114,861
Commissioner of Licenses and Inspections	$112,135
City Auditor	$111,441
Director of Parks and Recreation	$108,525
Director of Planning and Development	$108,525
Director of Real Estate and Housing	$108,525

The Declared Rate Listing states the maximum salary for each position for each fiscal year. The actual salaries may be less than the declared rates.

Revised: 09/09/16

City of Wilmington
Fiscal Year 2017
Executive and Managerial Pay Plan

	First Third	Second Third	Top Third	
Level 1	$38,029 - $42,970	$42,971 - $52,858	$52,859 - $57,803	
Level 2	$42,037 - $47,711	$47,712 - $59,060	$59,061 - $64,736	
Level 3	$46,339 - $52,825	$52,826 - $65,799	$65,800 - $72,289	
Level 4	$51,283 - $58,717	$58,718 - $73,590	$73,591 - $81,027	
Level 5	$56,735 - $65,244	$65,245 - $82,263	$82,264 - $90,555	
Level 6	$63,281 - $72,771	$72,772 - $91,756	$91,757 - $101,249	
Level 7	$68,279 - $78,691	$78,692 - $99,516	$99,517 - $109,928	
Level 8	$73,595 - $84,856	$84,857 - $107,262	$107,263 - $118,385	
Level 9	$79,360 - $91,462	$91,463 - $115,666	$115,667 - $127,770	
Level 10	$85,466 - $98,499	$98,500 - $124,566	$124,567 - $137,600	
Level 11	$92,251 - $106,320	$106,321 - $134,456	$134,457 - $148,526	

Revised: 09/09/16

ATTACHMENT C

Non-Union Pay Scale
07/01/16 - 06/30/17

1% increase

[redacted]	Step II	Step III	Step IV	Step V	Step VI	Step VII	Step VIII
[redacted]	$24,271	$25,475	$26,761	$27,297	$27,845	$28,402	$28,972
[redacted]	$25,506	$27,319	$29,261	$30,145	$30,749	$31,366	$31,995
[redacted]	$26,802	$28,424	$29,996	$30,597	$31,210	$31,995	$32,962
[redacted]	$28,165	$29,574	$31,053	$31,676	$32,311	$33,123	$34,125
[redacted]	$29,597	$31,078	$32,632	$33,287	$33,953	$34,807	$35,860
[redacted]	$31,102	$32,657	$34,292	$34,978	$35,679	$36,394	$37,589
[redacted]	$32,356	$33,805	$35,319	$36,027	$36,749	$37,672	$38,811
[redacted]	$34,341	$36,420	$38,624	$39,398	$40,590	$41,817	$43,082
[redacted]	$36,448	$38,271	$40,588	$41,401	$42,231	$43,078	$43,941
[redacted]	$38,301	$40,217	$42,229	$43,399	$44,268	$45,155	$46,060
[redacted]	$40,650	$42,685	$44,820	$45,718	$46,634	$47,569	$48,522
[redacted]	$42,291	$44,406	$46,628	$47,562	$48,515	$49,859	$50,858
[redacted]	$44,440	$46,664	$48,998	$50,230	$51,236	$52,655	$54,114
[redacted]	$46,676	$49,011	$51,464	$52,495	$53,547	$55,166	$56,835
[redacted]	$48,804	$51,630	$54,755	$55,853	$56,972	$58,113	$59,279
[redacted]	$50,901	$53,715	$56,825	$57,964	$59,125	$60,310	$61,519
[redacted]	$53,355	$56,025	$58,826	$60,006	$61,515	$62,747	$64,006
[redacted]	$55,928	$58,725	$61,664	$63,303	$64,160	$65,446	$66,757
[redacted]	$58,477	$61,403	$64,474	$65,766	$67,084	$68,430	$69,801
[redacted]	$64,062	$68,949	$74,208	$75,694	$77,211	$78,760	$80,338