

AN ORDINANCE ADOPTING THE ANNUAL OPERATING BUDGET FOR THE FISCAL YEAR BEGINNING ON JULY 1, 2022 AND ENDING ON JUNE 30, 2023

#0153 **WHEREAS**, the Mayor on March 17, 2022, having submitted his message to City Council for Fiscal Year 2023, as prescribed in Wilmington City Charter Section 4-101, the Council deems it necessary and proper to adopt the Annual Operating Budget Ordinance for Fiscal Year 2023, as set forth herein, pursuant to Wilmington City Charter Section 2-300.

Sponsor:

Council Member Johnson

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

SECTION 1. The following financial program is hereby adopted for Fiscal Year 2023, 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 \$191,473,138 are hereby made from a general fund, as follows:

TO THE MAYOR:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$3,669,992	\$77,059	\$3,747,051
Materials, Supplies, and Equipment	1,846,007	0	1,846,007
Special Purpose	0	0	0
Debt Service	1,230,306	0	1,230,306
Total	\$6,746,305	\$77,059	\$6,823,364

TO THE DIRECTOR OF THE OFFICE OF MANAGEMENT AND BUDGET - CONTINGENCIES:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Contingent Reserves	\$500,000	\$0	\$500,000
Total	\$500,000	\$0	\$500,000

The Director of the Office of Management and Budget is authorized to transfer to each office, department, board, or commission such portions of the Contingent Reserves that will be sufficient to pay for unanticipated budgetary expenses.

TO THE DIRECTOR OF THE OFFICE OF MANAGEMENT AND BUDGET - SNOW AND WEATHER EMERGENCIES:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
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 LAND USE & PLANNING DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,809,861	\$44,039	\$2,853,900
Materials, Supplies, and Equipment	648,293	0	648,293
Special Purpose	0	0	0
Debt Service	262,313	0	262,313
Total	\$3,720,467	\$44,039	\$3,764,506

TO THE CITY COUNCIL:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$1,448,286	\$718,346	\$2,166,632
Materials, Supplies, and Equipment	410,812	230,428	641,240
Special Purpose	12,500	0	12,500
Debt Service	0	36,659	36,659
Total	\$1,871,598	\$985,433	\$2,857,031

TO THE CITY TREASURER:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$347,977	\$445,100	\$793,077
Materials, Supplies, and Equipment	101,643	5,545,816	5,647,459
Total	\$449,620	\$5,990,916	\$6,440,536

TO THE AUDITING DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$682,249	\$0	\$682,249
Materials, Supplies, and Equipment	223,876	0	223,876
Total	\$906,125	\$0	\$906,125

TO THE LAW DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,175,839	\$0	\$2,175,839
Materials, Supplies, and Equipment	452,990	0	\$452,990
Total	\$2,628,829	\$0	\$2,628,829

TO THE FINANCE DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$5,340,900	\$0	\$5,340,900
Materials, Supplies, and Equipment	5,159,811	0	5,159,811
Program and Activities	0	0	0
Debt Service	54,949	0	54,949
Total	\$10,555,660	\$0	\$10,555,660

TO THE DEPARTMENT OF COMMERCE			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Debt Service	\$277,071	\$0	\$277,071
Total	\$277,071	\$0	\$277,071

TO THE HUMAN RESOURCES DEPARTMENT			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$1,862,825	\$0	\$1,862,825
Materials, Supplies, and Equipment	439,442	0	439,442
Debt Service	38,544	0	38,544
Total	\$2,340,811	\$0	\$2,340,811

TO THE DEPARTMENT OF LICENSES AND INSPECTIONS (L&I):			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,869,401	\$0	\$2,869,401
Materials, Supplies, and Equipment	547,218	0	547,218
Debt Service	2,791	0	2,791
Programs and Activities	0	0	0
Total	\$3,419,410	\$0	\$3,419,410

TO THE DEPARTMENT OF L&I FOR ANIMAL CONTROL:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Special Purpose	\$269,365	\$0	\$269,365
Total	\$269,365	\$0	\$269,365
DEPARTMENT OF L&I TOTAL	\$3,688,775	\$0	\$3,688,775

TO THE DEPARTMENT OF PARKS AND RECREATION:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$4,965,548	\$676,643	\$5,642,191
Materials, Supplies, and Equipment	2,526,823	846,166	3,372,989
Debt Service	2,377,984	0	2,377,984
Programs and Activities	0	0	0
Total	\$9,870,355	\$1,522,809	\$11,393,164

TO THE FIRE DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$23,103,206	\$0	\$23,103,206
Materials, Supplies, and Equipment	2,950,763	201,369	3,152,132
Debt Service	1,479,778	0	1,479,778
Programs and Activities	0	0	0
Total	\$27,533,747	\$201,369	\$27,735,116

TO THE POLICE DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$54,430,454	\$749,854	\$55,180,308
Materials, Supplies, and Equipment	8,874,168	0	8,874,168
Debt Service	238,837	0	238,837
Programs and Activities	0	0	0
Total	\$63,543,459	\$749,854	\$64,293,313

TO THE DEPARTMENT OF PUBLIC WORKS:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$10,286,495	\$0	\$10,286,495
Materials, Supplies, and Equipment	12,148,780	1,216,630	13,365,410
Debt Service	6,129,300	0	6,129,300
Programs and Activities	0	0	0
Total	\$28,564,575	\$1,216,630	\$29,781,205

TO THE DEPARTMENT OF PUBLIC WORKS- THE BOARD OF EXAMINING ENGINEERS:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$0	\$0	\$0
Materials, Supplies, and Equipment	0	0	0
Total	\$0	\$0	\$0

TO THE DEPARTMENT OF REAL ESTATE AND HOUSING:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$282,137	\$801,804	\$1,083,941
Materials, Supplies, and Equipment	1,861,199	146,205	2,007,404
Debt Service	2,085,493	0	2,085,493
Programs and Activities	0	2,803,426	2,803,426
Pass-Through	0	0	0
Total	\$4,228,829	\$3,751,435	\$7,980,264

TO THE DEPARTMENT OF INFORMATION TECHNOLOGIES

	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,233,115	\$0	\$2,233,115
Materials, Supplies, and Equipment	6,683,601	0	6,683,601
Debt Service	418,652	0	418,652
Programs and Activities	0	0	0
Total	\$9,335,368	\$0	\$9,335,368

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 \$82,144,457 are made from the Water/Sewer Fund as follows:

TO THE DEPARTMENT OF FINANCE - WATER/SEWER BILLING:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,618,074	\$0	\$2,618,074
Materials, Supplies, and Equipment	4,431,271	0	4,431,271
Debt Service	49,796	0	49,796
Total	\$7,099,141	\$0	\$7,099,141

TO THE AUDITING DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Materials, Supplies, and Equipment	\$84,075	\$0	\$84,075
Total	\$84,075	\$0	\$84,075

TO THE DEPARTMENT OF PUBLIC WORKS:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$9,706,438	\$0	\$9,706,438
Materials, Supplies, and Equipment	59,520,076	0	59,520,076
Debt Service	5,734,727	0	5,734,727
Total	\$74,961,241	\$0	\$74,961,241

SECTION 6. Appropriations in the sum of \$40,480,758 are made from the Intragovernmental Service Fund as follows:

TO THE DEPARTMENT OF PUBLIC WORKS:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$0	\$0	\$0
Materials, Supplies, and Equipment	8,444,046	0	8,444,046
Debt Service	74,609	0	74,609
Total	\$8,518,655	\$0	\$8,518,655

TO THE HUMAN RESOURCES DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$1,150,452	\$0	\$1,150,452
Materials, Supplies, and Equipment	5,385,965	0	5,385,965
Special Purpose	25,425,686	0	25,425,686
Total	\$31,962,103	\$0	\$31,962,103

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 Wilmington City Code, Chapter 2, Article VI, Division 8.

SECTION 7. Appropriations in the sum of \$14,539,544, not subject to the limitations of Wilmington Charter Section 2-300(6), are included in the appropriations of Sections 2, 5, and 6, 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 2023 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 2023, provided that no services shall be rendered prior to July 1, 2022, and no materials, supplies, and equipment acquired shall be used in Fiscal Year 2022, except to the extent required to prepare for Fiscal Year 2023 operations.

SECTION 10. A. Position Allocation. Attachment “A” hereto sets forth the positions authorized to be filled between July 1, 2022 and June 30, 2023. 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 Review Matrix. Attachment “B” hereto sets forth for Fiscal Year 2023 the positions that are in the executive and management salary program, the salary review matrix, and the declared maximum salary rates for Department Heads, pursuant to the provisions of Wilmington City Code, Chapter 40, Article II, Division 3, 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 2023.

SECTION 11. All unencumbered balances on hand as of July 1, 2023, held by any office, department, board, or commission named in Sections 2, 5, and 6 of this Ordinance, shall revert to the City of Wilmington Current Account.

SECTION 12. The Department of Planning and Development is hereby renamed the Department of Land Use and Planning. The Department of Land Use and Planning will perform the functions of the current Department of Planning and Development and will also perform the functions of the current Department of Licenses and Inspections that are related to permitting, plan review, and land development. To that end, the Department of Land Use and Planning will be staffed by the positions listed on Attachment “A” hereto for the period between July 1, 2022 and June 30, 2023.

SECTION 13. Effective Date. This Ordinance shall be deemed effective as of its date of passage by City Council and approval by the Mayor.

First Reading.....March 17, 2022
Second Reading.....March 17, 2022
Third Reading.....

Passed by City Council,

President of City Council

ATTEST: _____
City Clerk

Approved this ____ day of _____ 2022.

Mayor

SYNOPSIS: This Ordinance enacts the annual Operating Budget for Fiscal Year 2023.

W0116826

ATTACHMENT A

Fiscal Year 2023
DEPARTMENTAL POSITION ALLOCATION LIST

Fund: General
Department: Mayor's Office

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
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 of Operations	1.00	E 10	1.00	0.00
Neighborhood Development Director	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
Emergency Management Director	1.00	E 07	0.50	0.50
Special Assistant to the Mayor	1.00	E 07	1.00	0.00
Director of Cultural Affairs	1.00	E 06	1.00	0.00
Best Practices/Innovation Specialist	2.00	E 05	2.00	0.00
Director of Constituent Services	1.00	E 05	1.00	0.00
Digital and Social Media Manager	1.00	E 04	1.00	0.00
Economic Development Project Manager I	1.00	E 04	1.00	0.00
Events Permitting and Special Projects Assistant	1.00	E 04	1.00	0.00
Marketing and Special Projects Coordinator	1.00	E 04	1.00	0.00
Office Manager/Administrative Assistant	1.00	E 04	1.00	0.00
Special Assistant	1.00	E 04	1.00	0.00
Special Assistant for Community Engagement	1.00	E 04	1.00	0.00
Communications Specialist	1.00	E 03	1.00	0.00
Administrative Assistant II	1.00	E 02	1.00	0.00
Constituent Services Officer	1.00	E 02	1.00	0.00
Budget Director	1.00	M 08	1.00	0.00
Assistant Budget Director	1.00	M 06	1.00	0.00
Small and Minority Business Development Manager	1.00	M 05	1.00	0.00
Fiscal & Operations Analyst	3.00	T	3.00	0.00
Civil Appeals Administrator	1.00	N	1.00	0.00
DEPARTMENT TOTAL	30.00		29.50	0.50

Fund: General
Department: Information Technologies
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
Director of Information Technologies	1.00	M 07	1.00	0.00
Application Support Specialist II	2.00	T	2.00	0.00
Senior Information Desktop Engineer	1.00	S	1.00	0.00
Mapping & Graphics Manager	1.00	S	1.00	0.00
Information Systems Administrator	1.00	S	1.00	0.00
Network Technician	1.00	R	1.00	0.00
Information Help Desk Coordinator	1.00	Q	1.00	0.00
Information Desktop Engineer	1.00	P	1.00	0.00
Information Help Desk Engineer	3.00	P	3.00	0.00
Application Support Specialist I	1.00	P	1.00	0.00
Telephony Analyst	1.00	O	1.00	0.00
Webmaster	1.00	O	1.00	0.00
Information Analyst I	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	1.00	G	1.00	0.00
IT Support Services Technician	1.00	D	1.00	0.00
DEPARTMENT TOTAL	21.00		21.00	0.00

Fund: General
Department: Land Use & Planning
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
Director Land Use & Planning	1.00	E 09	1.00	0.00
Deputy Director - Land Use	1.00	E 08	1.00	0.00
Deputy Director - Planning	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
Senior Planner Design & Review	1.00	T	1.00	0.00
Zoning Manager	1.00	T	1.00	0.00
Senior Planner III	1.00	S	1.00	0.00
Senior Planner II	1.00	R	1.00	0.00
Building Code Enforcement Inspector	5.00	Q	5.00	0.00
Mechanical Code Enforcement Inspector	1.00	Q	1.00	0.00
Planner II	2.00	Q	1.55	0.45
Plans Examiner	1.00	Q	1.00	0.00
Planner I	1.00	N	1.00	0.00
Zoning Enforcement Officer	1.00	N	1.00	0.00
Permits Coordinator	2.00	J	2.00	0.00
Administrative Clerk I	2.00	G	2.00	0.00
Records Clerk	1.00	C	1.00	0.00
DEPARTMENT TOTAL	25.00		24.55	0.45

Fund: General
Department: City Council
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
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
Chief of Staff	1.00	Ext	0.75	0.25
City Clerk	1.00	Ext	1.00	0.00
Digital Media & Web Content Coordinator	1.00	Ext	0.00	1.00
Director of Communications	1.00	Ext	0.65	0.35
Executive Administrative Assistant	1.00	Ext	1.00	0.00
Legislative Administrative Assistant	1.00	Ext	0.50	0.50
Legislative Administrative Assistant/Deputy City Clerk	1.00	Ext	1.00	0.00
Legislative Policy Analyst	1.00	Ext	1.00	0.00
Producer	3.00	Ext	0.00	3.00
Senior Legislative Advisor & Chief Financial Officer	1.00	Ext	0.75	0.25
Senior Producer/On-Air Talent	1.00	Ext	0.00	1.00
Station Manager-WITN	1.00	Ext	0.00	1.00
DEPARTMENT TOTAL	27.00		19.65	7.35

Fund: General
Department: City Treasurer
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
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	0.50	0.50
Pension Manager	1.00	Ext	0.00	1.00
Debt Manager/System Coordinator	1.00	Ext	0.50	0.50
Senior Treasury Analyst	2.00	Q	1.00	1.00
DEPARTMENT TOTAL	7.00		3.00	4.00

Fund: General
Department: City Auditor
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
City Auditor	1.00	E 08	1.00	0.00
Auditing Manager	1.00	M 06	1.00	0.00
Senior Auditor	3.00	S	3.00	0.00
DEPARTMENT TOTAL	5.00		5.00	0.00

Fund: General
Department: Law
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
City Solicitor	1.00	E 10	1.00	0.00
Deputy City Solicitor	1.00	E 09	1.00	0.00
Senior Assistant City Solicitor	3.00	E 08	3.00	0.00
Assistant City Solicitor	5.00	E 07	5.00	0.00
Legal Office Administrator	1.00	M 04	1.00	0.00
Legal Assistant II	1.00	O	1.00	0.00
Litigation Assistant	1.00	P	1.00	0.00
Nuisance Property Administrator	1.00	P	1.00	0.00
Real Estate Legal Coordinator	1.00	P	1.00	0.00
Legal Assistant I	2.00	N	2.00	0.00
DEPARTMENT TOTAL	17.00		17.00	0.00

Fund: General
Department: Finance
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
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
Accounting Manager	0.65	M 06	0.65	0.00
Customer Service Manager	0.50	M 06	0.50	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	0.50	M 06	0.50	0.00
Tax Manager	1.00	M 06	1.00	0.00
Billing Manager	0.20	T	0.20	0.00
Delinquent Accounts Manager	0.50	T	0.50	0.00
Revenue Supervisor	0.50	T	0.50	0.00
Tax Supervisor	1.00	T	1.00	0.00
Grant Accountant	0.75	S	0.75	0.00
Grant Coordinator	0.75	S	0.75	0.00
Parking Services Supervisor	1.00	S	1.00	0.00
Senior Accountant	2.00	S	2.00	0.00
Assistant Tax Supervisor	1.00	R	1.00	0.00
Revenue Audit Agent	2.00	R	2.00	0.00
Sheriff Sale Administrator	0.10	R	0.10	0.00
Real Estate Coordinator	1.00	Q	1.00	0.00
Senior Procurement Specialist	1.00	Q	1.00	0.00
Purchasing Agent II	1.00	P	1.00	0.00
Customer Service Consultant	0.20	O	0.20	0.00
Staff Accountant	0.50	O	0.50	0.00
Accounts Payable Supervisor	0.50	N	0.50	0.00
Assistant Central Cashiering Supervisor	0.50	N	0.50	0.00
Assistant Revenue Audit Agent	1.00	M	1.00	0.00
Senior EIT Agent	2.00	M	2.00	0.00
Settlement Clerk	0.40	M	0.40	0.00
Delinquent Accounts Agent	2.00	L	2.00	0.00
EIT Agent	4.00	L	4.00	0.00
Purchasing Technician	1.00	J	1.00	0.00
Senior Parking Regulations Enforcement Officer	1.00	J	1.00	0.00
Assistant EIT Agent	1.00	I	1.00	0.00
Customer Service Representative II	3.00	I	3.00	0.00
Account Entry Clerk	3.50	H	3.50	0.00
Administrative Clerk I	3.50	G	3.50	0.00
Scofflaw Enforcer	2.00	G	2.00	0.00
Account Clerk III	0.50	F	0.50	0.00
Parking Regulations Enforcement Officer	10.00	F	10.00	0.00
DEPARTMENT TOTAL	55.40		55.40	0.00

Fund: Water and Sewer
Department: Finance
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
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
Accounting Manager	0.35	M 06	0.35	0.00
Customer Service Manager	0.50	M 06	0.50	0.00
Principal Analyst	0.50	M 06	0.50	0.00
Senior Financial Officer	0.50	M 06	0.50	0.00
Billing Manager	0.80	T	0.80	0.00
Delinquent Accounts Manager	0.50	T	0.50	0.00
Revenue Supervisor	0.50	T	0.50	0.00
Grant Accountant	0.25	S	0.25	0.00
Grant Coordinator	0.25	S	0.25	0.00
Senior Accountant	1.00	S	1.00	0.00
Sheriff Sale Administrator	0.90	R	0.90	0.00
Billing Analyst	3.00	Q	3.00	0.00
Customer Service Consultant	2.80	O	2.80	0.00
Staff Accountant	1.50	O	1.50	0.00
Accounts Payable Supervisor	0.50	N	0.50	0.00
Assistant Central Cashiering Supervisor	0.50	N	0.50	0.00
Settlement Clerk	1.60	M	1.60	0.00
Delinquent Accounts Agent	2.00	L	2.00	0.00
Meter Reader Service Coordinator	1.00	K	1.00	0.00
Customer Service Representative II	3.00	I	3.00	0.00
Account Entry Clerk	0.50	H	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	25.60		25.60	0.00

Fund: General
Department: Human Resources
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
Director of Human Resources	0.55	E 09	0.55	0.00
Deputy Director of Human Resources	0.55	E 08	0.55	0.00
Administrative Assistant II	1.00	E 02	1.00	0.00
Director of Employment Services	1.00	M 07	1.00	0.00
Director of Classification & Compensation	1.00	M 06	1.00	0.00
Human Resources Administrator	3.00	T	3.00	0.00
Human Resources Information Systems Administrator	1.00	T	1.00	0.00
Labor Relations Specialist	1.00	R	1.00	0.00
Compensation Specialist	1.00	Q	1.00	0.00
Compliance Specialist	1.00	Q	1.00	0.00
Human Resources Information and Systems Analyst	1.00	P	1.00	0.00
HRIS Coordinator	1.00	N	1.00	0.00
Human Resources Specialist	1.50	N	1.50	0.00
Human Resources Leave Administrator	1.00	N	1.00	0.00
Human Resources Office Assistant	1.00	G	1.00	0.00
DEPARTMENT TOTAL	16.60		16.60	0.00

Fund: Internal Service
Department: Human Resources
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
Director of Human Resources	0.45	E 09	0.45	0.00
Deputy Director of Human Resources	0.45	E 08	0.45	0.00
Director of Employee Benefits	1.00	M 06	1.00	0.00
Occupational Health, Safety & Loss Prevention Programs Manager	1.00	M 05	1.00	0.00
Employee Benefits Manager	1.00	T	1.00	0.00
Occupational Health Nurse	1.00	R	1.00	0.00
Senior Employee Benefits Administrator	1.00	Q	1.00	0.00
Claims Supervisor	1.00	P	1.00	0.00
Risk Management Analyst	1.00	O	1.00	0.00
Human Resources Specialist	0.50	N	0.50	0.00
Medical Dispensary Coordinator	1.00	K	1.00	0.00
DEPARTMENT TOTAL	9.40		9.40	0.00

Fund: General
Department: Licenses and Inspections
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
Commissioner of Licenses and Inspections	1.00	E 09	1.00	0.00
Administrative Assistant I	1.00	E 01	1.00	0.00
Code Enforcement Supervisor	1.00	T	1.00	0.00
Code Enforcement Inspector	18.00	P	18.00	0.00
Business Compliance Officer	1.00	O	1.00	0.00
Code Enforcement Administrator	1.00	O	1.00	0.00
Administrative Supervisor	1.00	L	1.00	0.00
Administrative Clerk III	1.00	I	1.00	0.00
Administrative Clerk I	2.00	G	2.00	0.00
DEPARTMENT TOTAL	27.00		27.00	0.00

Fund: General
Department: Parks and Recreation
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
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
Administrative Assistant I	1.00	E 01	1.00	0.00
Executive Director of WHACC	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	2.00	M 04	2.00	0.00
Parks Financial Administrator	1.00	P	1.00	0.00
Nutrition Program Coordinator	1.00	N	0.60	0.40
Program and Grants Coordinator	1.00	N	1.00	0.00
Youth & Families Program Administrator	1.00	N	1.00	0.00
Activities Coordinator	1.00	M	1.00	0.00
Physical Activities Coordinator	1.00	M	1.00	0.00
Recreation Program Coordinator	2.00	M	2.00	0.00
Equipment and Transportation Assistant	1.00	L	1.00	0.00
Accounts & Program Support Coordinator	1.00	H	1.00	0.00
Equipment Operator V	5.00	H	5.00	0.00
Labor Foreman II	5.00	H	5.00	0.00
Small Engine Mechanic	1.00	H	1.00	0.00
Maintenance Mechanic IV	1.00	H	1.00	0.00
Pool Mechanic	1.00	G	1.00	0.00
Equipment Operator IV	1.00	F	1.00	0.00
Clerk II	1.00	E	1.00	0.00
Labor Foreman I	3.00	E	3.00	0.00
Nursery Technician	1.00	D	1.00	0.00
General Laborer I	3.00	B	3.00	0.00
DEPARTMENT TOTAL	41.00		40.60	0.40

Fund: General
Department: Fire
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
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	8.00		8.00	0.00
Captain	10.00		10.00	0.00
Lieutenant	22.00		22.00	0.00
Firefighter	113.00		113.00	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	160.00		160.00	0.00

Fund: General
Department: Police
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
Chief of Police	1.00	E 09	1.00	0.00
Police Policy and Communications Director	1.00	E 06	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	38.00		38.00	0.00
Patrol Officer	253.00		245.00	8.00
Victim Services Supervisor	1.00	S	1.00	0.00
Bilingual Victims Case Coordinator	1.00	Q	1.00	0.00
Cold Case Investigator	1.00	Q	1.00	0.00
Crime Analyst	2.00	Q	2.00	0.00
Domestic Violence Coordinator	1.00	Q	1.00	0.00
Communications Supervisor	5.00	O	5.00	0.00
Financial Administrator	1.00	O	1.00	0.00
Records Supervisor	1.00	N	1.00	0.00
Youth Intervention Specialist	1.00	N	1.00	0.00
Information Input Specialist	1.00	K	1.00	0.00
Senior Emergency Communications Specialist	1.00	K	1.00	0.00
Criminal Records Coordinator	1.00	I	1.00	0.00
Emergency Communications Specialist	12.00	I	12.00	0.00
Administrative Clerk II	1.00	H	1.00	0.00
Emergency Call Operator	18.00	H	18.00	0.00
Property Technician	1.00	H	1.00	0.00
Administrative Clerk I	1.00	G	1.00	0.00
Communications and Data Specialist	5.00	G	5.00	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	2.00	F	2.00	0.00
DEPARTMENT TOTAL	373.00		365.00	8.00

Fund: General
Department: Public Works
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
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 II	0.25	E 02	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 Manager	1.00	R	1.00	0.00
Contracts & Fleet Administrator	1.00	R	1.00	0.00
Sanitation Manager	1.00	R	1.00	0.00
Construction Supervisor/RCMS MGR	0.50	Q	0.50	0.00
CADD/GIS Engineering Coordinator	1.00	Q	1.00	0.00
Transportation Administrative Supervisor	1.00	P	1.00	0.00
Street Cleaning Supervisor	1.00	P	1.00	0.00
Constituent Services Supervisor	0.30	O	0.30	0.00
Engineering Records Coordinator	0.25	O	0.25	0.00
Special Assistant to the Public Works Commissioner	0.50	O	0.50	0.00
Assistant Sanitation Supervisor	2.00	N	2.00	0.00
Assistant Building Services Manager	1.00	N	1.00	0.00
Utility Facilities Program Administrator	0.50	N	0.50	0.00
Administrative Services Coordinator	0.50	M	0.50	0.00
Assistant Street Cleaning Supervisor	2.00	M	2.00	0.00
ITMS Senior Technician	1.00	M	1.00	0.00
Traffic Maintenance Foreman	1.00	M	1.00	0.00
Assistant Street and Sewer Maintenance Supervisor	0.20	L	0.20	0.00
Assistant Constituent Services Supervisor	0.30	K	0.30	0.00
Purchasing Coordinator I	0.70	J	0.70	0.00
Administrative Clerk III	0.50	I	0.50	0.00
Building Services Foreman	1.00	I	1.00	0.00
Constituent Services Assistant	0.90	I	0.90	0.00
Construction Inspector	0.50	I	0.50	0.00
Equipment Operator V	9.40	H	9.40	0.00
Labor Foreman II	0.20	H	0.20	0.00
Signal Electrician	4.00	H	4.00	0.00
Building Technician I	1.00	G	1.00	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	15.00	F	15.00	0.00

Fund: General (Continued)
Department: Public Works
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Sanitation Driver	15.00	E	15.00	0.00
Sanitation Worker	25.00	E	25.00	0.00
General Laborer II	19.00	C	19.00	0.00
General Laborer I	1.00	B	1.00	0.00
DEPARTMENT TOTAL	120.05		120.05	0.00

Fund: Water and Sewer
Department: Public Works
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
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 II	0.75	E 02	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
Manager of Sustainability & Environmental Compliance	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
Forestry Programs & Operation Supervisor	1.00	R	1.00	0.00
Water Utility Project Manager	1.00	R	1.00	0.00
Construction Supervisor/RCMS MGR	0.50	Q	0.50	0.00
Water Distribution Supervisor	2.00	Q	2.00	0.00
Water Meter Supervisor	1.00	Q	1.00	0.00
Water Production Supervisor	1.00	Q	1.00	0.00
Assistant Water Distribution Supervisor	1.00	P	1.00	0.00
Assistant Water Production Supervisor	1.00	P	1.00	0.00
GIS Analyst II	1.00	P	1.00	0.00
Water Quality Lab Coordinator	1.00	P	1.00	0.00
Wet Weather Administrator	1.00	P	1.00	0.00
Constituent Services Supervisor	0.70	O	0.70	0.00
Engineering Records Coordinator	0.75	O	0.75	0.00
Sewer Maintenance Supervisor	1.00	O	1.00	0.00
Special Assistant to the Public Works Commissioner	0.50	O	0.50	0.00
City Forester	1.00	N	1.00	0.00
Utility Facilities Program Administrator	0.50	N	0.50	0.00
Administrative Services Coordinator	0.50	M	0.50	0.00
Water Production Maintenance Foreman	2.00	M	2.00	0.00
Assistant Street and Sewer Maintenance Supervisor	0.80	L	0.80	0.00
Assistant Water Meter Supervisor	1.00	L	1.00	0.00
Water Quality Specialist	3.00	L	3.00	0.00
Chief Construction Inspector	1.00	L	1.00	0.00
Assistant Constituent Services Supervisor	0.70	K	0.70	0.00
GIS Technician I	1.00	J	1.00	0.00
Plant Operator III	8.00	J	8.00	0.00
Purchasing Coordinator I	1.30	J	1.30	0.00
Tree Climber II/Tree Crew Foreman	1.00	J	1.00	0.00

Fund: Water and Sewer (Continued)
Department: Public Works
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
Water Systems Valve Technician	1.00	J	1.00	0.00
Administrative Clerk III	0.50	I	0.50	0.00
Constituent Services Assistant	2.10	I	2.10	0.00
Construction Inspector	3.50	I	3.50	0.00
Labor Foreman III	3.00	I	3.00	0.00
Equipment Operator V	6.60	H	6.60	0.00
Labor Foreman II	0.80	H	0.80	0.00
Plant Mechanic II	4.00	H	4.00	0.00
Maintenance Mechanic III	9.00	G	9.00	0.00
Tree Climber I	1.00	G	1.00	0.00
Equipment Operator IV	3.00	F	3.00	0.00
Maintenance Mechanic II	3.00	F	3.00	0.00
Maintenance Mechanic I	1.00	E	1.00	0.00
Technical Maintenance Mechanic I	1.00	E	1.00	0.00
General Laborer III	9.00	D	9.00	0.00
General Laborer II	8.00	C	8.00	0.00
DEPARTMENT TOTAL	103.95		103.95	0.00

Fund: General
Department: Real Estate and Housing
Fiscal Year 2023

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
Director of Real Estate and Housing	1.00	E 08	0.60	0.40
Director of Development	1.00	M 05	0.75	0.25
Director of Rehabilitation	1.00	M 05	0.00	1.00
Senior Program Director	1.00	M 05	0.35	0.65
Development Specialist	1.00	Q	0.46	0.54
Program Administrator	1.00	P	0.09	0.91
Financial Administrator	1.00	O	0.00	1.00
Senior Rehabilitation Specialist II	2.00	N	0.13	1.87
Administrative Clerk II	1.00	H	0.00	1.00
DEPARTMENT TOTAL	10.00		2.38	7.62

ATTACHMENT B

**City of Wilmington
Executive and Managerial
Position Level Salary Structure Matrix
FY 2023**

	Salary Range <u>07/01/22 - 06/30/23</u>	
<u>Level 1</u> Administrative Assistant I	\$44,024	\$66,916
<u>Level 2</u> Administrative Assistant II Constituent Services Officer	\$48,663	\$74,941
<u>Level 3</u> Communications Assistant	\$53,643	\$83,685
<u>Level 4</u> Digital & Social Media Manager Economic Development Project Manager I Events Permitting and Special Projects Coordinator Legal Office Administrator Marketing and Special Projects Coordinator Office Manager/Administrative Assistant Parks Maintenance Supervisor Special Assistant Special Assistant for Community Engagement	\$59,368	\$93,801
<u>Level 5</u> Best Practices/Innovation Specialist Director of Constituent Services Division Director of Development Director of Rehabilitation Executive Director of WHACC Occupational Health, Safety & Loss Prevention Program Manager Senior Program Director Small & Minority Business Development Manager Superintendent of Maintenance, Parks & Recreation Superintendent of Recreation Youth & Families Manager Water Quality Manager	\$65,679	\$104,831

Salary Range
07/01/22 - 06/30/23

<u>Level 6</u>	\$73,258	\$117,210
Accounting Manager		
Administrative Services Director		
Assistant Budget Director		
Assistant Water Division Director		
Auditing Manager		
City Engineer		
Customer Service Manager		
Deputy Director of Parks & Recreation		
Director of Classification & Compensation		
Director of Cultural Affairs		
Director of Employee Benefits		
Operations Director		
Police Policy & Communications Director		
Principal Analyst		
Procurement Manager		
Senior Financial Officer		
Tax Manager		
<u>Level 7</u>	\$79,043	\$127,258
Assistant City Solicitor		
Deputy Chief of Fire		
Deputy Director of Economic Development		
Director of Employment Services		
Director of Integrated Technologies		
Director of Transportation		
Emergency Management Director		
Planning Manager		
Special Assistant to the Mayor		
Water Division Director		
<u>Level 8</u>	\$85,196	\$137,049
Budget Director		
City Auditor		
Deputy Commissioner of Public Works		
Deputy Director of Human Resources		
Deputy Director – Land Use		
Deputy Director – Planning		
Deputy Finance Director		
Director of Parks & Recreation		
Director of Real Estate & Housing		
Senior Assistant City Solicitor		

Salary Range
07/01/22 - 06/30/23

<u>Level 9</u>	\$91,872	\$147,912
<ul style="list-style-type: none"> Chief of Fire Chief of Police* Commissioner of Licenses & Inspections Commissioner of Public Works Deputy City Solicitor Director of Economic Development Director of Human Resources Director of Land Use and Planning 		
<u>Level 10</u>	\$98,940	\$159,292
<ul style="list-style-type: none"> City Solicitor Deputy Chief of Staff of Operations Deputy Chief of Staff for Policy and Communications Director of Finance Neighborhood Development Director 		
<u>Level 11</u>	\$106,795	\$171,940
<ul style="list-style-type: none"> Chief of Staff 		

*Declared Rate for Chief of Police increased beyond salary range per Ord #17-013

Effective: 07/01/22
Revised: 03/14/22

**City of Wilmington
Salary Review Matrix
FY '23**

	First Third	Middle Third	Top Third
Far Above Expectations	Up to 4.5%	Up to 4.5%	Up to 4.5%
Above Expectations	Up to 4%	Up to 4%	Up to 4%
Meets Expectations	Up to 3%	Up to 3%	Up to 3%
Below Expectations	Up to 2%	Up to 2%	Up to 2%

DECLARED RATES

Department Heads

FY 2023

Title	Salary
Mayor	\$162,557
Chief of Staff	\$160,131
City Treasurer	\$159,001
City Solicitor	\$159,292
Commissioner of Public Works	\$147,912
Chief of Police*	\$216,694
Director of Finance	\$159,292
Director of Human Resources	\$147,912
Chief of Fire	\$147,912
Director of Economic Development	\$147,912
Commissioner of Licenses and Inspections	\$147,912
City Auditor	\$137,049
Director of Land Use and Planning	\$137,049
Director of Parks and Recreation	\$137,049
Director of Real Estate and Housing	\$137,049

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.

*Declared Rate for Chief of Police increased beyond salary range per Ord #17-013

Revised: 03/14/22

**City of Wilmington
Fiscal Year 2023
Executive and Managerial Pay Plan**

	First Third	Second Third	Top Third
Level 1	\$44,024 - \$49,747	\$49,748 - \$61,192	\$61,193- \$66,916
Level 2	\$48,663 - \$55,233	\$55,234- \$68,371	\$68,372- \$74,941
Level 3	\$53,643 - \$61,154	\$61,155- \$76,174	\$76,175- \$83,685
Level 4	\$59,368 - \$67,976	\$67,977- \$85,192	\$85,193 - \$93,801
Level 5	\$65,679 - \$75,467	\$75,468- \$95,042	\$95,043 - \$104,831
Level 6	\$73,258 - \$84,246	\$84,247- \$106,221	\$106,222 - \$117,210
Level 7	\$79,043 - \$91,097	\$91,098- \$115,203	\$115,204 - \$127,258
Level 8	\$85,196 - \$98,159	\$98,160- \$124,085	\$124,086 - \$137,049
Level 9	\$91,872 - \$105,882	\$105,883- \$133,901	\$133,902 - \$147,912
Level 10	\$98,940 - \$114,028	\$114,029- \$144,203	\$144,204 - \$159,292
Level 11	\$106,795 - \$123,081	\$123,082- \$155,653	\$155,654 - \$171,940

Revised: 03/14/22

ATTACHMENT C

Non-Union Pay Scale
07/01/22 - 06/30/23
2%

	Step I	Step II	Step III	Step IV	Step V	Step VI	Step VII
A	\$26,535.10	\$27,862.53	\$29,257.06	\$29,842.74	\$30,440.86	\$31,050.97	\$31,674.13
B	\$27,884.18	\$29,867.60	\$31,988.98	\$32,956.42	\$33,616.95	\$34,290.74	\$34,978.01
C	\$29,301.84	\$31,075.36	\$32,793.07	\$33,450.33	\$34,120.75	\$34,978.65	\$36,036.52
D	\$30,791.59	\$32,331.95	\$33,949.37	\$34,629.81	\$35,323.89	\$36,212.02	\$37,307.18
E	\$32,357.07	\$33,975.75	\$35,675.39	\$36,390.43	\$37,119.78	\$38,053.09	\$39,203.93
F	\$34,002.15	\$35,703.13	\$37,489.18	\$38,240.57	\$39,007.01	\$39,788.81	\$41,094.62
G	\$35,373.55	\$36,957.42	\$38,612.20	\$39,386.08	\$40,175.48	\$41,185.60	\$42,431.19
H	\$37,543.70	\$39,816.07	\$42,225.96	\$43,072.28	\$44,374.92	\$45,716.96	\$47,099.58
I	\$39,847.00	\$41,840.37	\$44,372.79	\$45,262.13	\$46,169.30	\$47,094.65	\$48,038.57
J	\$41,872.87	\$43,967.58	\$46,167.08	\$47,445.58	\$48,396.52	\$49,366.51	\$50,355.96
K	\$44,441.76	\$46,664.98	\$48,999.42	\$49,981.50	\$50,983.26	\$52,005.10	\$53,047.41
L	\$46,234.22	\$48,547.11	\$50,975.70	\$51,997.40	\$53,039.55	\$54,508.38	\$55,600.87
M	\$48,584.83	\$51,015.32	\$53,567.38	\$54,914.22	\$56,014.85	\$57,566.06	\$59,160.23
N	\$51,029.42	\$53,582.20	\$56,262.66	\$57,390.33	\$58,540.57	\$60,311.02	\$62,135.02
O	\$53,355.70	\$56,445.04	\$59,861.41	\$61,061.20	\$62,285.02	\$63,533.38	\$64,806.76
P	\$55,647.87	\$58,723.84	\$62,123.99	\$63,369.12	\$64,639.19	\$65,934.73	\$67,256.24
Q	\$58,330.88	\$61,248.90	\$64,312.91	\$65,601.92	\$67,251.34	\$68,599.24	\$69,974.14
R	\$61,143.26	\$64,201.97	\$67,413.71	\$68,764.86	\$70,143.10	\$71,548.96	\$72,982.97
S	\$63,930.60	\$67,128.76	\$70,486.90	\$71,899.66	\$73,340.71	\$74,810.65	\$76,310.06
T	\$70,036.11	\$75,378.18	\$81,127.74	\$82,753.76	\$84,412.36	\$86,104.20	\$87,829.96