

AN ORDINANCE ADOPTING THE ANNUAL OPERATING BUDGET FOR THE FISCAL YEAR BEGINNING ON JULY 1, 2023 AND ENDING ON JUNE 30, 2024

#0286 **WHEREAS**, the Mayor on March 16, 2023, having submitted his message to City Council for Fiscal Year 2024, 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 2024, 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 2024, 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 \$198,335,009 are hereby made from a general fund, as follows:

TO THE MAYOR:

	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$3,692,253	\$82,718	\$3,774,971
Materials, Supplies, and Equipment	2,189,948	0	2,189,948
Special Purpose	0	0	0
Debt Service	1,197,681	0	1,197,681
Total	\$7,079,882	\$82,718	\$7,162,600

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	\$2,984,815	\$0	\$2,984,815
Materials, Supplies, and Equipment	1,096,726	0	1,096,726
Special Purpose	0	0	0
Debt Service	307,755	0	307,755
Total	\$4,389,296	\$0	\$4,389,296

TO THE CITY COUNCIL:

	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$1,572,452	\$773,121	\$2,345,573
Materials, Supplies, and Equipment	715,931	237,940	953,871
Special Purpose	15,000	0	15,000
Debt Service	0	22,771	22,771
Total	\$2,303,383	\$1,033,832	\$3,337,215

TO THE CITY TREASURER:

	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$346,861	\$465,180	\$812,041
Materials, Supplies, and Equipment	103,801	5,815,287	5,919,088
Total	\$450,662	\$6,280,467	\$6,731,129

TO THE AUDITING DEPARTMENT:

	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$743,324	\$0	\$743,324
Materials, Supplies, and Equipment	205,850	0	205,850
Total	\$949,174	\$0	\$949,174

TO THE LAW DEPARTMENT:

	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,226,513	\$0	\$2,226,513
Materials, Supplies, and Equipment	462,324	0	\$462,324
Total	\$2,688,837	\$0	\$2,688,837

TO THE FINANCE DEPARTMENT:

	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$5,565,736	\$0	\$5,565,736
Materials, Supplies, and Equipment	5,085,442	0	5,085,442
Program and Activities	0	0	0
Debt Service	53,842	0	53,842
Total	\$10,705,020	\$0	\$10,705,020

TO THE DEPARTMENT OF COMMERCE

	<u>City</u>	<u>Special</u>	<u>Total</u>
Debt Service	\$222,717	\$0	\$222,717
Total	\$222,717	\$0	\$222,717

TO THE HUMAN RESOURCES DEPARTMENT

	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$1,874,609	\$0	\$1,874,609
Materials, Supplies, and Equipment	731,237	0	731,237
Debt Service	35,091	0	35,091
Total	\$2,640,937	\$0	\$2,640,937

TO THE DEPARTMENT OF LICENSES AND INSPECTIONS (L&I):

	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,732,155	\$0	\$2,732,155
Materials, Supplies, and Equipment	538,059	0	538,059
Debt Service	2,243	0	2,243
Programs and Activities	0	0	0
Total	\$3,272,457	\$0	\$3,272,457

TO THE DEPARTMENT OF L&I FOR ANIMAL CONTROL:

	<u>City</u>	<u>Special</u>	<u>Total</u>
Special Purpose	\$276,099	\$0	\$276,099
Total	\$276,099	\$0	\$276,099

DEPARTMENT OF L&I TOTAL	\$3,548,556	\$0	\$3,548,556
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TO THE DEPARTMENT OF PARKS AND RECREATION:

	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$4,923,398	\$689,398	\$5,612,796
Materials, Supplies, and Equipment	2,761,824	863,066	3,624,890
Debt Service	2,969,211	0	2,969,211
Programs and Activities	0	0	0
Total	\$10,654,433	\$1,552,464	\$12,206,897

TO THE FIRE DEPARTMENT:

	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$24,084,296	\$0	\$24,084,296
Materials, Supplies, and Equipment	3,212,473	198,000	3,410,473
Debt Service	1,519,024	0	1,519,024
Programs and Activities	0	0	0
Total	\$28,815,793	\$198,000	\$29,013,793

TO THE POLICE DEPARTMENT:

	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$55,220,751	\$786,984	\$56,007,735
Materials, Supplies, and Equipment	9,825,953	0	9,825,953
Debt Service	156,418	0	156,418
Programs and Activities	0	0	0
Total	\$65,203,122	\$786,984	\$65,990,106

TO THE DEPARTMENT OF PUBLIC WORKS:

	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$10,338,774	\$0	\$10,338,774
Materials, Supplies, and Equipment	12,916,394	1,200,693	14,117,087
Debt Service	6,181,802	0	6,181,802
Programs and Activities	0	0	0
Total	\$29,436,970	\$1,200,693	\$30,637,663

**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	\$261,188	\$839,528	\$1,100,716
Materials, Supplies, and Equipment	1,915,493	156,205	2,071,698
Debt Service	730,971	0	730,971
Programs and Activities	0	3,070,407	3,070,407
Pass-Through	0	0	0
Total	\$2,907,652	\$4,066,140	\$6,973,792

TO THE DEPARTMENT OF INFORMATION TECHNOLOGIES

	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,291,786	\$0	\$2,291,786
Materials, Supplies, and Equipment	7,264,532	0	7,264,532
Debt Service	908,959	0	908,959
Programs and Activities	0	0	0
Total	\$10,465,277	\$0	\$10,465,277

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 \$84,162,130 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	\$2,835,872	\$0	\$2,835,872
Materials, Supplies, and Equipment	4,629,806	0	4,629,806
Debt Service	35,197	0	35,197
Total	\$7,500,875	\$0	\$7,500,875

TO THE AUDITING DEPARTMENT:

	<u>City</u>	<u>Special</u>	<u>Total</u>
Materials, Supplies, and Equipment	\$84,308	\$0	\$84,308
Total	\$84,308	\$0	\$84,308

TO THE DEPARTMENT OF PUBLIC WORKS:

	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$9,886,179	\$0	\$9,886,179
Materials, Supplies, and Equipment	62,410,464	0	62,410,464
Debt Service	4,280,304	0	4,280,304
Total	\$76,576,947	\$0	\$76,576,947

SECTION 6. Appropriations in the sum of \$42,277,676 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	9,247,260	0	9,247,260
Debt Service	85,539	0	85,539
Total	\$9,332,799	\$0	\$9,332,799

TO THE HUMAN RESOURCES DEPARTMENT:

	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$1,214,106	\$0	\$1,214,106
Materials, Supplies, and Equipment	5,770,010	0	5,770,010
Special Purpose	25,960,761	0	25,960,761
Total	\$32,944,877	\$0	\$32,944,877

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 \$15,201,298, 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 2024 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 2024, provided that no services shall be rendered prior to July 1, 2023, and no materials, supplies, and equipment acquired shall be used in Fiscal Year 2023, except to the extent required to prepare for Fiscal Year 2024 operations.

SECTION 10. A. Position Allocation. Attachment “A” hereto sets forth the positions authorized to be filled between July 1, 2023 and June 30, 2024. 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 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 2024 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 2024.

SECTION 11. All unencumbered balances on hand as of July 1, 2024, 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. 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 16, 2023
Second Reading.....March 16, 2023
Third Reading.....

Passed by City Council,

President of City Council

ATTEST: _____
City Clerk

Approved this ____ day of _____ 2023.

Mayor

SYNOPSIS: This Ordinance enacts the annual Operating Budget for Fiscal Year 2024.
W0120237

ATTACHMENT A

Fiscal Year 2024

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
Emergency Management Director	1.00	E 07	0.50	0.50
Special Assistant to the Mayor	2.00	E 07	2.00	0.00
Director of Cultural Affairs	1.00	E 06	1.00	0.00
311 Administrator	1.00	E 05	1.00	0.00
Best Practices/Innovation Specialist	2.00	E 05	2.00	0.00
Director of Communications	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
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
Senior Constituent Services Officer	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
Cultural/Arts Program Assistant	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	3.00	M 05	1.00	0.00
Fiscal & Operations Analyst	3.00	T	3.00	0.00
DEPARTMENT TOTAL	30.00		29.50	0.50

Fund: General
Department: Information Technologies
Fiscal Year 2024

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

Fund: General
Department: Land Use & Planning
Fiscal Year 2024

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<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	2.00	0.00
Plans Examiner	1.00	Q	1.00	0.00
Business Compliance Officer	1.00	O	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	26.00		26.00	0.00

Fund: General
Department: City Council
Fiscal Year 2024

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<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	2.00	Ext	0.00	2.00
Production Coordinator	1.00	Ext	0.00	1.00
Senior Legislative Advisor & Chief Financial Officer	1.00	Ext	0.75	0.25
Senior Producer	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 2024

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<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 2024

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<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 2024

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<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 2024

<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
Parking Services Manager	1.00	T	1.00	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
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
Disadvantage Business Enterprise Analyst	1.00	N	1.00	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	0.60	M	0.60	0.00
Delinquent Accounts Agent	2.50	L	2.50	0.00
EIT Agent	4.00	L	4.00	0.00
Senior Parking Regulations Enforcement Officer	1.00	L	1.00	0.00
Purchasing Technician	1.00	J	1.00	0.00
Assistant EIT Agent	1.00	I	1.00	0.00
Customer Service Representative II	3.50	I	3.50	0.00
Account Entry Clerk	3.50	H	3.50	0.00
Administrative Clerk I	3.50	G	3.50	0.00
Parking Enforcement Administrator	1.00	G	1.00	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	8.00	F	8.00	0.00
DEPARTMENT TOTAL	56.60		56.60	0.00

Fund: Water and Sewer
Department: Finance
Fiscal Year 2024

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<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	2.40	M	2.40	0.00
Delinquent Accounts Agent	2.50	L	2.50	0.00
Meter Reader Service Coordinator	1.00	K	1.00	0.00
Customer Service Representative II	3.50	I	3.50	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	27.40		27.40	0.00

Fund: General
Department: Human Resources
Fiscal Year 2024

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<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 & Employee 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 2024

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<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 Operations Administrator	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	N	1.00	0.00
DEPARTMENT TOTAL	9.40		9.40	0.00

Fund: General
Department: Licenses and Inspections
Fiscal Year 2024

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<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
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	26.00		26.00	0.00

Fund: General
Department: Parks and Recreation
Fiscal Year 2024

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<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
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
Small Engine Mechanic	1.00	I	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	6.00	H	6.00	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
General Laborer I	4.00	B	4.00	0.00
DEPARTMENT TOTAL	41.00		40.60	0.40

Fund: General
Department: Fire
Fiscal Year 2024

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<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 2024

<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
Senior Communications Supervisor	1.00	R	1.00	0.00
Senior Crime Analyst	1.00	R	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	1.00	Q	1.00	0.00
Domestic Violence Coordinator	1.00	Q	1.00	0.00
Victim Services Specialist	1.00	Q	1.00	0.00
Communications Supervisor	4.00	O	4.00	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
Senior Emergency Communications Specialist	1.00	L	1.00	0.00
Emergency Call Operator	18.00	K	18.00	0.00
Information Input 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
Property Technician	1.00	H	1.00	0.00
Vehicle Maintenance 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
Teleserve Operator	2.00	F	2.00	0.00
DEPARTMENT TOTAL	374.00		366.00	8.00

Fund: General
Department: Public Works
Fiscal Year 2024

<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
Building Services Manager	1.00	T	1.00	0.00
Transportation Engineer	1.00	T	1.00	0.00
Contracts & Fleet Administrator	1.00	R	1.00	0.00
Sanitation Manager	1.00	R	1.00	0.00
Street Cleaning Manager	1.00	R	1.00	0.00
Construction Supervisor/RCMS MGR	0.50	Q	0.50	0.00
Special Projects Coordinator	1.00	Q	1.00	0.00
Transportation Administrative 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
Senior Signal Electrician	2.00	J	2.00	0.00
Equipment Operator V	9.40	H	9.40	0.00
Labor Foreman II	0.20	H	0.20	0.00
Signal Electrician	2.00	H	2.00	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

Fund: General (Continued)
Department: Public Works
Fiscal Year 2024

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Equipment Operator IV	15.00	F	15.00	0.00
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 2024

<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
GIS Analyst II	1.00	S	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 Meter 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 Production Supervisor	1.00	Q	1.00	0.00
Water Quality Laboratory 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
Water Quality Laboratory 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

Fund: Water and Sewer (Continued)**Department: Public Works****Fiscal Year 2024**

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Tree Climber II/Tree Crew Foreman	1.00	J	1.00	0.00
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	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	104.95		104.95	0.00

Fund: General
Department: Real Estate and Housing
Fiscal Year 2024

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Director of Real Estate and Housing	1.00	E 08	0.75	0.25
Director of Compliance & Development	1.00	M 06	0.40	0.60
Director of Grants & Rehabilitation	1.00	M 06	0.10	0.90
Senior Program Director	1.00	M 05	0.10	0.90
Development Specialist	1.00	Q	0.30	0.70
Program Administrator	1.00	P	0.17	0.83
Financial Administrator	1.00	O	0.00	1.00
Senior Rehabilitation Specialist II	2.00	N	0.23	1.77
Administrative Clerk III	1.00	I	0.10	0.90
DEPARTMENT TOTAL	10.00		2.15	7.85

ATTACHMENT B

**City of Wilmington
Executive and Managerial
Position Level Salary Structure Matrix
FY 2024**

	Salary Range <u>07/01/23- 06/30/24</u>	
<u>Level 1</u>	\$46,225	\$70,262
Administrative Assistant I		
<u>Level 2</u>	\$51,096	\$78,688
Administrative Assistant II		
Constituent Services Officer		
Cultural Affairs Program Assistant		
<u>Level 3</u>	\$56,325	\$87,869
Communications Assistant		
Senior Constituent Services Officer		
<u>Level 4</u>	\$62,336	\$98,491
Digital & Social Media Manager		
Economic Development Project Manager I		
Events Permitting and Special Projects Coordinator		
Legal Office Administrator		
Office Manager/Administrative Assistant		
Parks Maintenance Supervisor		
Special Assistant		
Special Assistant for Community Engagement		
<u>Level 5</u>	\$68,963	\$110,072
311 Administrator		
Best Practices/Innovation Specialist		
Director of Communications		
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		

Salary Range
07/01/23 - 06/30/24

<u>Level 6</u>	\$76,921	\$123,071
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 Compliance and Development		
Director of Cultural Affairs		
Director of Grants and Rehabilitation		
Director of Employee Benefits		
Operations Director		
Police Policy & Communications Director		
Principal Analyst		
Procurement Manager		
Senior Financial Officer		
Tax Manager		
<u>Level 7</u>	\$82,995	\$133,621
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>	\$89,456	\$143,901
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 <u>07/01/23 - 06/30/24</u>	
<u>Level 9</u>	\$96,465	\$155,308
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>	\$103,887	\$167,257
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>	\$112,135	\$180,537
Chief of Staff		

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

Effective: 07/01/23
Revised: 03/15/23

City of Wilmington

Salary Review Matrix

FY '24

	First Third	Middle Third	Top Third
Far Above Expectations	Up to 5%	Up to 5%	Up to 5%
Above Expectations	Up to 4.5%	Up to 4.5%	Up to 4.5%
Meets Expectations	Up to 3.75%	Up to 3.75%	Up to 3.75%
Below Expectations	Up to 2.5%	Up to 2.5%	Up to 2.5%

DECLARED RATES

Department Heads

FY 2024

Title	Salary
Mayor	\$170,685
Chief of Staff	\$168,138
City Treasurer	\$166,951
City Solicitor	\$167,257
Commissioner of Public Works	\$155,308
Chief of Police*	\$216,694
Director of Finance	\$167,257
Director of Human Resources	\$155,308
Chief of Fire	\$155,308
Director of Economic Development	\$155,308
Commissioner of Licenses and Inspections	\$155,308
City Auditor	\$143,901
Director of Land Use and Planning	\$143,901
Director of Parks and Recreation	\$143,901
Director of Real Estate and Housing	\$143,901

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: 03/15/23

City of Wilmington
Fiscal Year 2024
Executive and Managerial Pay Plan

	First Third	Second Third	Top Third
Level 1	\$46,225 - \$52,234	\$52,235 - \$64,252	\$64,253 - \$70,262
Level 2	\$51,096 - \$57,995	\$57,996 - \$71,790	\$71,791 - \$78,688
Level 3	\$56,325 - \$64,212	\$64,213 - \$79,983	\$79,984 - \$87,869
Level 4	\$62,336 - \$71,375	\$71,376 - \$89,452	\$89,453 - \$98,491
Level 5	\$68,963 - \$79,240	\$79,241 - \$99,794	\$99,795 - \$110,072
Level 6	\$76,921 - \$88,458	\$88,459 - \$111,532	\$111,533 - \$123,071
Level 7	\$82,995 - \$95,652	\$95,653 - \$120,963	\$120,964 - \$133,621
Level 8	\$89,456 - \$103,067	\$103,068 - \$130,289	\$130,290 - \$143,901
Level 9	\$96,465 - \$111,176	\$111,177 - \$140,596	\$140,597 - \$155,308
Level 10	\$103,887 - \$119,719	\$119,720 - \$151,413	\$151,414 - \$167,257
Level 11	\$112,135 - \$129,235	\$129,236 - \$163,436	\$163,437 - \$180,537

Revised: 03/15/23

ATTACHMENT C

Non-Union Pay Scale
07/01/23 - 06/30/24
2.5%

	Step I	Step II	Step III	Step IV	Step V	Step VI	Step VII
A	\$27,198.48	\$28,559.09	\$29,988.49	\$30,588.81	\$31,201.88	\$31,827.25	\$32,465.98
B	\$28,581.28	\$30,614.29	\$32,788.70	\$33,780.33	\$34,457.38	\$35,148.00	\$35,852.46
C	\$30,034.39	\$31,852.24	\$33,612.90	\$34,286.58	\$34,973.77	\$35,853.12	\$36,937.43
D	\$31,561.38	\$33,140.24	\$34,798.10	\$35,495.55	\$36,206.98	\$37,117.32	\$38,239.86
E	\$33,166.00	\$34,825.14	\$36,567.28	\$37,300.19	\$38,047.78	\$39,004.41	\$40,184.03
F	\$34,852.20	\$36,595.70	\$38,426.41	\$39,196.59	\$39,982.19	\$40,783.53	\$42,121.99
G	\$36,257.89	\$37,881.35	\$39,577.50	\$40,370.73	\$41,179.86	\$42,215.24	\$43,491.97
H	\$38,482.30	\$40,811.47	\$43,281.61	\$44,149.09	\$45,484.30	\$46,859.88	\$48,277.07
I	\$40,843.18	\$42,886.37	\$45,482.11	\$46,393.68	\$47,323.54	\$48,272.02	\$49,239.53
J	\$42,919.69	\$45,066.77	\$47,321.26	\$48,631.72	\$49,606.43	\$50,600.67	\$51,614.86
K	\$45,552.81	\$47,831.61	\$50,224.41	\$51,231.04	\$52,257.84	\$53,305.22	\$54,373.60
L	\$47,390.07	\$49,760.79	\$52,250.10	\$53,297.33	\$54,365.54	\$55,871.09	\$56,990.89
M	\$49,799.45	\$52,290.70	\$54,906.57	\$56,287.07	\$57,415.22	\$59,005.21	\$60,639.24
N	\$52,305.16	\$54,921.75	\$57,669.23	\$58,825.08	\$60,004.09	\$61,818.80	\$63,688.39
O	\$54,689.59	\$57,856.16	\$61,357.95	\$62,587.73	\$63,842.14	\$65,121.71	\$66,426.93
P	\$57,039.07	\$60,191.93	\$63,677.09	\$64,953.35	\$66,255.17	\$67,583.10	\$68,937.65
Q	\$59,789.16	\$62,780.13	\$65,920.74	\$67,241.96	\$68,932.62	\$70,314.22	\$71,723.49
R	\$62,671.84	\$65,807.02	\$69,099.06	\$70,483.98	\$71,896.68	\$73,337.68	\$74,807.54
S	\$65,528.86	\$68,806.98	\$72,249.07	\$73,697.15	\$75,174.23	\$76,680.92	\$78,217.81
T	\$71,787.01	\$77,262.64	\$83,155.93	\$84,822.60	\$86,522.67	\$88,256.80	\$90,025.71