

LFUCG Hire Date

Start date in current job

# LFUCG 2022 Implementation Report

Proposed Pay Plan Unified

Dep't Name: [REDACTED]

Dep't Code: [REDACTED]

Original Class Title & Code

Original Pay Range & Grade

Original Salary

Employee Name

| Original<br>Proposed | Class<br>Title        | Code   | Grade  |        |        |     | Step  | FTE        | Experience |           | Salary | Adjustments |        |      |         | Compa Ratio   | Position # |
|----------------------|-----------------------|--------|--------|--------|--------|-----|-------|------------|------------|-----------|--------|-------------|--------|------|---------|---------------|------------|
|                      |                       |        | Min    | Mkt    | Max    | #   |       |            | Hire Date  | Promotion |        | Flat %      | Mkt    | Step | % Chg   |               |            |
|                      |                       |        |        |        |        |     | Duty  | Exper.Date | Days All'd |           | Min    | Max         | OrgExp | Asgn |         | Employee Name |            |
|                      | Equipment Operator Sr | 000614 | 36,015 | 45,022 | 54,028 | 512 | 1.000 | 08/21/2006 | 06/25/2018 | 50,831    | 0      | 0           |        |      | 112.90% | 0002990       |            |
|                      | Equipment Operator Sr | 000614 | 41,696 | 52,120 | 62,544 | 515 | 0     | 08/21/2006 | 1582       | 50,831    | 0      | 0           | 0      |      |         |               |            |
|                      | Equipment Operator Sr | 000614 | 36,015 | 45,022 | 54,028 | 512 | 1.000 | 01/01/2040 | 01/01/2040 | 39,418    | 0      | 0           |        |      | 88.00%  | 00005320      |            |
|                      | Equipment Operator Sr | 000614 | 41,696 | 52,120 | 62,544 | 515 | 0     | 01/01/2040 | 0          | 41,696    | 2.078  |             |        |      |         |               |            |
|                      |                       |        |        |        |        |     | 1.000 | 01/01/2040 | 01/01/2040 |           |        |             |        |      | 88.00%  | 00000337      |            |

Proposed Class Title & Code

Proposed Pay Range & Grade

Proposed Salary

LFUCG Hire Date

Adjustment to Current Salary toward Proposed Grade Min

Equity Adjustment to Proposed Salary toward Proposed Grade Max

Number of days between 'Promotion' and October 24, 2022



## LFUCG 2022 Implementation Report

Proposed Pay Plan    Unified

Dep't Name:

Dep't Code:

Unit Name:    Unit Code:

| Original              | Class |        | Grade  |        |        |     | Step | FTE        | Experience |            | Salary | Adjustments |        |      |               | Compa Ratio | Position # |
|-----------------------|-------|--------|--------|--------|--------|-----|------|------------|------------|------------|--------|-------------|--------|------|---------------|-------------|------------|
|                       | Title | Code   | Min    | Mkt    | Max    | #   |      |            | Hire Date  | Promotion  |        | Flat %      | Mkt    | Step | % Chg         |             |            |
| Proposed              |       |        |        |        |        |     | Duty | Exper.Date | Days All'd |            | Min    | Max         | OrgExp | Asgn | Employee Name |             |            |
| Equipment Operator Sr |       | 000614 | 36,015 | 45,022 | 54,028 | 512 |      | 1.000      | 09/19/2016 | 06/06/2022 | 41,685 | 0           | 0      |      | 92.59%        | 00001616    |            |
| Equipment Operator Sr |       | 000614 | 41,696 | 52,120 | 62,544 | 515 | 0    |            | 09/19/2016 | 140        | 41,962 | 11          | 267    | 0    |               |             |            |
| Equipment Operator Sr |       | 000614 | 36,015 | 45,022 | 54,028 | 512 |      | 1.000      | 06/17/2002 | 02/06/2006 | 46,525 | 0           | 0      |      | 103.34%       | 00004109    |            |
| Equipment Operator Sr |       | 000614 | 41,696 | 52,120 | 62,544 | 515 | 0    |            | 06/17/2002 | 6104       | 53,317 | 0           | 6,792  | 0    |               |             |            |
| Equipment Operator Sr |       | 000614 | 36,015 | 45,022 | 54,028 | 512 |      | 1.000      | 02/16/2021 | 01/03/2022 | 39,745 | 0           | 0      |      | 88.28%        | 00000285    |            |
| Equipment Operator Sr |       | 000614 | 41,696 | 52,120 | 62,544 | 515 | 0    |            | 02/16/2021 | 294        | 42,256 | 1,951       | 560    | 0    |               |             |            |
| Equipment Operator Sr |       | 000614 | 36,015 | 45,022 | 54,028 | 512 |      | 1.000      | 09/03/2019 | 07/13/2020 | 40,346 | 0           | 0      |      | 89.61%        | 00004101    |            |
| Equipment Operator Sr |       | 000614 | 41,696 | 52,120 | 62,544 | 515 | 0    |            | 09/03/2019 | 833        | 43,282 | 1,350       | 1,586  | 0    |               |             |            |
| Equipment Operator Sr |       | 000614 | 36,015 | 45,022 | 54,028 | 512 |      | 1.000      | 11/09/2009 | 09/30/2013 | 40,248 | 0           | 0      |      | 89.40%        | 00000284    |            |
| Equipment Operator Sr |       | 000614 | 41,696 | 52,120 | 62,544 | 515 | 0    |            | 11/09/2009 | 3311       | 48,000 | 1,448       | 6,304  | 0    |               |             |            |

How to calculate Proposed Salary using Position #00000284 as an example:

1. Determine the dollars in the proposed range for Pay Grade
  - a. For Grade 515: \$62,544 Grade Max - \$41,696 Grade Min = \$20,848
2. Determine total days over 30 years (Implementation Period)
  - a. 365 Days X 30 years = 10,950 days
3. Determine dollars per day in proposed range
  - a. Dollars per day: \$20,848 dollars in range/10950 days = \$1.904 per day
4. Current Salary of \$40,248 is below the new Pay Grade 515 minimum of \$41,696
  - a. Min adjustment of \$1,448 is necessary
  - b. \$40,248 (Current Salary) + \$1,448 (Min Adjustment) = \$41,696
5. Determine Target Salary
  - a. Days in job listed as 3311 (Days All'd on report)
  - b. Determine increase by days in job
    - i. 3311 days x \$1.904 per day = \$6,304 Adjustment to Max
  - c. Target salary is
    - i. \$41,696 (Grade Min) + \$6,304 (Adjustment to Max) = \$48,000