

RESOLUTION 2019-47

**ADOPTING GRADE AND STEP STRUCTURE AND
ESTABLISHING APPROPRIATE PLACEMENT OF CURRENT EMPLOYEES WITHIN SAID
GRADE AND STEP STRUCTURE**

WHEREAS, the City Council has adopted updated job descriptions for all positions within the City of Marietta; and

WHEREAS, a wage review was conducted by evaluating the function of each position within the City, and the subsequent skills, abilities, requirements and qualifications necessary to hold the position, and comparing the position to similar positions with other municipalities and private entities; and

WHEREAS, City staff and a contracted human resources professional have established a grade and step structure and compensation system consistent with the findings of said wage review, to be utilized for the compensation of current and future employees; and

WHEREAS, the City Council desires to adjust the rate of pay for current employees to be consistent with positions similar to those within other municipalities and private entities, and to formally assign said employees to a grade and step structure.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Marietta that the grade and step structure attached hereto as "APPENDIX A" shall be adopted, and the following employees shall be compensated according to the described grade and step with said compensation to become effective on December 22, 2019:

Name	Type	Grade	Step
Branson Anderson	Hourly	L	2
Richard Buxton	Hourly	N	4
Scott Chaney	Hourly	K	4
Johnny Faulkner	Hourly	J	1
Jerry Fox*	Hourly	I	2
Lance Glaze	Hourly	L	3
Ricky Graham	Hourly	H	1
Brett Harris	Hourly	L	3
Michael Headding	Hourly	L	1
Ronnie Hilton	Hourly	J	4

Name	Type	Grade	Step
Truman Hood	Hourly	L	1
Ethan McMillan	Hourly	G	1
Regina McMillan	Hourly	K	2
Jeffery Nall	Hourly	J	1
Dustin Scott	Salary	BB	4
Larry Vaughn	Hourly	L	2
Terry Vernon	Hourly	N	4

*denotes part-time employee

PASSED by the City Council and **SIGNED** by the Mayor of the City of Marietta this 12th day of November 2019.

CITY OF MARIETTA


KIMBERLY FRAIRE, MAYOR

ATTEST


DOTTIE GWIN, CITY CLERK



**City of Marietta
Grade and Step Pay Plan
January 1, 2020**

Step	1	2	3	4	5	6	7	8	9	10	Calc'd Midpoint
ANNUAL SALARIES											
Grade											
A	\$18,720	\$19,001	\$19,286	\$19,575	\$19,869	\$20,167	\$20,469	\$20,776	\$21,088	\$21,404	\$20,062.13
B	\$19,656	\$19,951	\$20,250	\$20,554	\$20,862	\$21,175	\$21,493	\$21,815	\$22,142	\$22,474	\$21,065.24
C	\$20,639	\$20,948	\$21,263	\$21,582	\$21,905	\$22,234	\$22,567	\$22,906	\$23,249	\$23,598	\$22,118.50
D	\$21,671	\$21,996	\$22,326	\$22,661	\$23,001	\$23,346	\$23,696	\$24,051	\$24,412	\$24,778	\$23,224.42
E	\$22,754	\$23,096	\$23,442	\$23,794	\$24,151	\$24,513	\$24,881	\$25,254	\$25,633	\$26,017	\$24,385.64
F	\$23,892	\$24,250	\$24,614	\$24,983	\$25,358	\$25,738	\$26,125	\$26,516	\$26,914	\$27,318	\$25,604.93
G	\$25,087	\$25,463	\$25,845	\$26,233	\$26,626	\$27,025	\$27,431	\$27,842	\$28,260	\$28,684	\$26,885.17
H	\$26,341	\$26,736	\$27,137	\$27,544	\$27,957	\$28,377	\$28,802	\$29,234	\$29,673	\$30,118	\$28,229.43
I	\$27,658	\$28,073	\$28,494	\$28,921	\$29,355	\$29,795	\$30,242	\$30,696	\$31,156	\$31,624	\$29,640.90
J	\$29,041	\$29,476	\$29,919	\$30,367	\$30,823	\$31,285	\$31,755	\$32,231	\$32,714	\$33,205	\$31,122.95
K	\$30,493	\$30,950	\$31,415	\$31,886	\$32,364	\$32,850	\$33,342	\$33,842	\$34,350	\$34,865	\$32,679.10
L	\$32,018	\$32,498	\$32,985	\$33,480	\$33,982	\$34,492	\$35,009	\$35,535	\$36,068	\$36,609	\$34,313.05
M	\$33,618	\$34,123	\$34,635	\$35,154	\$35,681	\$36,217	\$36,760	\$37,311	\$37,871	\$38,439	\$36,028.70
N	\$35,299	\$35,829	\$36,366	\$36,912	\$37,465	\$38,027	\$38,598	\$39,177	\$39,764	\$40,361	\$37,830.14
O	\$37,064	\$37,620	\$38,185	\$38,757	\$39,339	\$39,929	\$40,528	\$41,136	\$41,753	\$42,379	\$39,721.65
P	\$38,918	\$39,501	\$40,094	\$40,695	\$41,306	\$41,925	\$42,554	\$43,192	\$43,840	\$44,498	\$41,707.73
Q	\$40,863	\$41,476	\$42,099	\$42,730	\$43,371	\$44,022	\$44,682	\$45,352	\$46,032	\$46,723	\$43,793.11
R	\$42,907	\$43,550	\$44,203	\$44,866	\$45,539	\$46,223	\$46,916	\$47,620	\$48,334	\$49,059	\$45,982.77
S	\$45,052	\$45,728	\$46,414	\$47,110	\$47,816	\$48,534	\$49,262	\$50,001	\$50,751	\$51,512	\$48,281.91
T	\$47,305	\$48,014	\$48,734	\$49,465	\$50,207	\$50,960	\$51,725	\$52,501	\$53,288	\$54,087	\$50,696.00
U	\$49,670	\$50,415	\$51,171	\$51,939	\$52,718	\$53,508	\$54,311	\$55,126	\$55,953	\$56,792	\$53,230.80
V	\$52,153	\$52,936	\$53,730	\$54,535	\$55,354	\$56,184	\$57,027	\$57,882	\$58,750	\$59,631	\$55,892.34
W	\$54,761	\$55,582	\$56,416	\$57,262	\$58,121	\$58,993	\$59,878	\$60,776	\$61,688	\$62,613	\$58,686.96
X	\$57,499	\$58,361	\$59,237	\$60,125	\$61,027	\$61,943	\$62,872	\$63,815	\$64,772	\$65,744	\$61,621.31
Y	\$60,374	\$61,279	\$62,199	\$63,132	\$64,079	\$65,040	\$66,015	\$67,006	\$68,011	\$69,031	\$64,702.37
Z	\$63,393	\$64,343	\$65,309	\$66,288	\$67,283	\$68,292	\$69,316	\$70,356	\$71,411	\$72,482	\$67,937.49
AA	\$66,562	\$67,561	\$68,574	\$69,603	\$70,647	\$71,706	\$72,782	\$73,874	\$74,982	\$76,107	\$71,334.37
BB	\$69,890	\$70,939	\$72,003	\$73,083	\$74,179	\$75,292	\$76,421	\$77,567	\$78,731	\$79,912	\$74,901.09
CC	\$73,385	\$74,486	\$75,603	\$76,737	\$77,888	\$79,056	\$80,242	\$81,446	\$82,667	\$83,907	\$78,646.14
DD	\$77,054	\$78,210	\$79,383	\$80,574	\$81,782	\$83,009	\$84,254	\$85,518	\$86,801	\$88,103	\$82,578.45

**City of Marietta
Grade and Step Pay Plan
January 1, 2020**

Step	1	2	3	4	5	6	7	8	9	10	Calc'd Midpoint
HOURLY RATE											
Grade											
A	\$9.00	\$9.14	\$9.27	\$9.41	\$9.55	\$9.70	\$9.84	\$9.99	\$10.14	\$10.29	\$9.65
B	\$9.45	\$9.59	\$9.74	\$9.88	\$10.03	\$10.18	\$10.33	\$10.49	\$10.65	\$10.81	\$10.13
C	\$9.92	\$10.07	\$10.22	\$10.38	\$10.53	\$10.69	\$10.85	\$11.01	\$11.18	\$11.35	\$10.63
D	\$10.42	\$10.57	\$10.73	\$10.89	\$11.06	\$11.22	\$11.39	\$11.56	\$11.74	\$11.91	\$11.17
E	\$10.94	\$11.10	\$11.27	\$11.44	\$11.61	\$11.79	\$11.96	\$12.14	\$12.32	\$12.51	\$11.72
F	\$11.49	\$11.66	\$11.83	\$12.01	\$12.19	\$12.37	\$12.56	\$12.75	\$12.94	\$13.13	\$12.31
G	\$12.06	\$12.24	\$12.43	\$12.61	\$12.80	\$12.99	\$13.19	\$13.39	\$13.59	\$13.79	\$12.93
H	\$12.66	\$12.85	\$13.05	\$13.24	\$13.44	\$13.64	\$13.85	\$14.05	\$14.27	\$14.48	\$13.57
I	\$13.30	\$13.50	\$13.70	\$13.90	\$14.11	\$14.32	\$14.54	\$14.76	\$14.98	\$15.20	\$14.25
J	\$13.96	\$14.17	\$14.38	\$14.60	\$14.82	\$15.04	\$15.27	\$15.50	\$15.73	\$15.96	\$14.96
K	\$14.66	\$14.88	\$15.10	\$15.33	\$15.56	\$15.79	\$16.03	\$16.27	\$16.51	\$16.76	\$15.71
L	\$15.39	\$15.62	\$15.86	\$16.10	\$16.34	\$16.58	\$16.83	\$17.08	\$17.34	\$17.60	\$16.50
M	\$16.16	\$16.41	\$16.65	\$16.90	\$17.15	\$17.41	\$17.67	\$17.94	\$18.21	\$18.48	\$17.32
N	\$16.97	\$17.23	\$17.48	\$17.75	\$18.01	\$18.28	\$18.56	\$18.84	\$19.12	\$19.40	\$18.19
O	\$17.82	\$18.09	\$18.36	\$18.63	\$18.91	\$19.20	\$19.48	\$19.78	\$20.07	\$20.37	\$19.10
P	\$18.71	\$18.99	\$19.28	\$19.57	\$19.86	\$20.16	\$20.46	\$20.77	\$21.08	\$21.39	\$20.05
Q	\$19.65	\$19.94	\$20.24	\$20.54	\$20.85	\$21.16	\$21.48	\$21.80	\$22.13	\$22.46	\$21.05
R	\$20.63	\$20.94	\$21.25	\$21.57	\$21.89	\$22.22	\$22.56	\$22.89	\$23.24	\$23.59	\$22.11
S	\$21.66	\$21.98	\$22.31	\$22.65	\$22.99	\$23.33	\$23.68	\$24.04	\$24.40	\$24.77	\$23.21
T	\$22.74	\$23.08	\$23.43	\$23.78	\$24.14	\$24.50	\$24.87	\$25.24	\$25.62	\$26.00	\$24.37
U	\$23.88	\$24.24	\$24.60	\$24.97	\$25.35	\$25.73	\$26.11	\$26.50	\$26.90	\$27.30	\$25.59
V	\$25.07	\$25.45	\$25.83	\$26.22	\$26.61	\$27.01	\$27.42	\$27.83	\$28.25	\$28.67	\$26.87
W	\$26.33	\$26.72	\$27.12	\$27.53	\$27.94	\$28.36	\$28.79	\$29.22	\$29.66	\$30.10	\$28.21
X	\$27.64	\$28.06	\$28.48	\$28.91	\$29.34	\$29.78	\$30.23	\$30.68	\$31.14	\$31.61	\$29.63
Y	\$29.03	\$29.46	\$29.90	\$30.35	\$30.81	\$31.27	\$31.74	\$32.21	\$32.70	\$33.19	\$31.11
Z	\$30.48	\$30.93	\$31.40	\$31.87	\$32.35	\$32.83	\$33.33	\$33.82	\$34.33	\$34.85	\$32.66
AA	\$32.00	\$32.48	\$32.97	\$33.46	\$33.96	\$34.47	\$34.99	\$35.52	\$36.05	\$36.59	\$34.30
BB	\$33.60	\$34.11	\$34.62	\$35.14	\$35.66	\$36.20	\$36.74	\$37.29	\$37.85	\$38.42	\$36.01
CC	\$35.28	\$35.81	\$36.35	\$36.89	\$37.45	\$38.01	\$38.58	\$39.16	\$39.74	\$40.34	\$37.81
DD	\$37.05	\$37.60	\$38.16	\$38.74	\$39.32	\$39.91	\$40.51	\$41.11	\$41.73	\$42.36	\$39.70