

Town of Oak Ridge

PORPORTIONAL IMPLEMENTATION .4 (40%)

Title	Status	Current Pay Grade	Recommended Pay Grade	Minimum	Minimum Hourly	No. Grade Increase	% salary increase (2.0% per grade)
PROPOSED MARKET ADJUSTMENTS							
Groundskeeper I/ Night Custodian	PT	1	6		\$ 14.32	5	10.0%
Groundskeeper I	PT	1	6		\$ 14.32	5	10.0%
Groundskeeper II	FT	4	8	\$ 32,844.54	\$ 15.79	4	8.0%
Groundskeeper II	FT	4	8	\$ 32,844.54	\$ 15.79	4	8.0%
Grounds/Maint. Crew Leader	FT	7	10	\$ 36,211.10	\$ 17.41	3	6.0%
Planning Director	FT	18	20	\$ 58,984.07		2	4.0%
Parks & Rec Director	FT	18	22	\$ 65,029.94		4	7.3%
Town Manager	FT	26	30	\$ 96,078.84		4	8.0%

Total Proposed Salary Adjustment: \$28,979.91
Average Increase 7.2%

NEW POSITION (APPROVED IN BUDGET)

Office Assistant	FT	8	8	\$ 32,844.54	\$ 15.79		
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Total Proposed Salary Adjustment: \$(3,155.46)
Decrease of 8.8%

PROPOSED PROMOTIONS/MARKET ADJUSTMENTS

Deputy Clerk/HR/PIO	FT	6*	12	\$ 39,922.74	\$ 19.19	6	12.0%
Town Clerk/Asst. Town Manager	FT	14*	22	\$ 65,029.94		8**	7.2%

Total Proposed Salary Adjustment: \$9,434.41
Average Increase 9.0%

*Pay grade for current position

**Alternate calculation used

TOTAL BUDGET AMENDMENT REQUESTED:

Salary adjustment:	\$35,260
Medicare	\$511
Social Security	\$2,186
LGERS	\$4,266
SIMPLE IRA	\$1,058
TOTAL	\$43,282