EXHIBIT A

FY13 Adopted Position Control Budget

Linda L. Carter, Mayor

City of Millington
FY13 Position Control Budget

Summary of Full-Time Positions	FY12	FY13
General Fund		
General Government	16.0	17.0
Courts	5.0	5.0
Community Development	5.6	5.6
Human Resources	2.0	2.0
Police	51.0	51.0
Fire	43.0	44.0
Public Works	8.0	3.0
Arts & Recreation	13.0	18.0
General Fund Total	143.6	145.6
State Street Aid Fund	10.0	10.0
Storm Water Fund	0.4	0.4
Sanitation Fund	15.0	12.0
Water Fund	7.0	7.0
Sewer Fund	12.0	11.0
Total Other Funds	44.4	40.4
Total - All Funds	188.0	186.0

City of Millington
General Fund
FY13 Position Control Budget
General Government

Job Title	Grade	FY09	FY10	FY11	FY12	FY13	Pay Period Range			
Full time Positions										
Mayor - Elected (to 12/31/12)	E1	1	1	1	1	0.5	6,840.42	-	6,840.42	Per Month
Mayor - Elected (after 12/31/12)	E1					0.5	1,250.00	-	1,250.00	Per Month
Alderman - Elected	E2	7	7	7	7	7	300.00	-	300.00	Per Month
City Manager	30					1	2,692	-	3,846	
Finance Director	28	1	1	1	1	1	2,193	-	3,654	
Accounting Coordinator	14					1	1,221	-	1,813	
City Clerk	14	1	1	1	1	1	1,221	-	1,813	
Billing Coordinator	12					1	1,108	-	1,644	
Exec. Asst./Exec. Secretary	10	1	1	1	1	1	1,005	-	1,491	
Acct Technician B	9	3	1	1	1	1	956	-	1,420	
Office Asst Senior	7	1	1	1	1	2	868	-	1,288	
Maintenance Manager			1	1			-	-	-	
City Marketing/Information Manager				1	1					
Supervisor C (Office Manager)			1	1	1			-		
Acct Technician A			1	1	1			-		
Total Full time Positions		15	16	17	16	17				

City of Millington
General Fund
FY13 Position Control Budget
Courts

Job Title	Grade	FY09	FY10	FY11	FY12	FY13	Pay Period Range			
Full time Positions										
Judge	E3	1	1	1	1	1	3,000.00		3,000.00	Per Month
Court Clerk	11	1	1	1	1	1	1,055	-	1,566	
Assistant Court Clerk	7	2	2	2	2	2	868	-	1,288	
Clerical Specialist	5			1	1	1	787	-	1,169	
Total Full time Positions		4	4	5	5	5				

City of Millington
General Fund
FY13 Position Control Budget
Planning & Economic Development

Job Title	Grade	FY09	FY10	FY11	FY12	FY13	Pay Period Range		
Full time Positions									
City Engineer/Dir of Planning & Codes	28	0.5	1	1	0.6	0.6	2,193	-	3,654
Chief Building Inspector	16	1	1	1	1	1	1,346	-	1,999
Codes Enforcement Officer	12	1			1	1	1,108	-	1,644
GIS Technician	12	1			1	1	1,108	-	1,644
Plumbing Inspector	12	1	1	1	1	1	1,108	-	1,644
Permit Technician	9	1	1	1	1	1	957	-	1,420
Building Inspector		1	1	1				-	
Total Positions		7	5	5	5.6	5.6			

City of Millington
General Fund
FY13 Position Control Budget
Human Resources

Job Title	Grade	FY09	FY10	FY11	FY12	FY13	Pay Period Range
Full time Positions							
Personnel Director	28	1	1	1	1	1	2,193 - 3,654
Assistant Personnel Director	9					1	957 - 1,420
Personnel Assistant		1	1	1	1		
Total Positions		2	2	2	2	2	

City of Millington
General Fund
FY13 Position Control Budget
Police Department

Job Title	Grade	FY09	FY10	FY11	FY12	FY13	Pay Period Range		
Full time Positions									
Police Chief	28	1	1	1	1	1	2,193	-	3,654
Police Inspector	P9-10	2	3	3	3	3	1,911	-	1,980
Police Lieutenant	P7-8	5	5	5	5	5	1,657	-	1,818
Police Sergeant Detective		2	2	2	-	-			
Police Sergeant	P5-6	4	4	4	5	5	1,495	-	1,576
Police Officer	P1-4	26	23	22	24	24	1,152	-	1,414
Dispatcher/Jailer	10	10	10	10	10	11	1,005	-	1,491
Administrative Secretary	8	1	1	1	1	-			
Office Assistant Sr	7					1	868	-	1,288
Custodian	5	1	1	1	1	1	787	-	1,169
Clerical Specialist	5		1	1	1	-			
Total Full time Positions		52	51	50	51	51			

City of Millington
General Fund
FY13 Position Control Budget
Fire Department

Job Title	Grade	FY09	FY10	FY11	FY12	FY13	Pay Period Range		
Full time Positions									
Fire Chief	28	1	1	1	1	1	2,193	-	3,654
Assistant Fire Chief	23	1	1	1	1	1	1,894	-	2,812
Fire Battalion Commander	F9-10	3	3	3	3	3	1,697	-	1,818
Fire Marshall	18	1	1	1	1	1	1,484	-	2,203
Fire Lieutenant	F6-8	9	9	9	9	9	1,455	-	1,616
Fire Inspector	16	1	1	1	1	1	1,346	-	1,999
Firefighter	F1-5	21	28	26	27	27	1,152	-	1,374
Administrative Secretary	8	1	1			1	911	-	1,353
Firefighter/Driver		9							
Total Full time Positions		47	45	42	43	44			

City of Millington
General Fund
FY13 Position Control Budget
Public Works

Job Title	Grade	FY09	FY10	FY11	FY12	FY13	Pay Period Range
Full time Positions							
Shop Supervisor B	14	1	1	1	1	1	1,221.00 - 1,813.00
Vehicle/Equipment Mechanic	12	3	3	3	3	2	1,108.00 - 1,644.00
Public Works Director		1	1	1	1		
Office Assistant, Senior		1	1	1	1		
Custodial Supervisor D		1	1	1	1	-	
Custodian		3	3	1	1	-	
Total Full time Positions		10	10	8	8	3	

City of Millington
General Fund
FY13 Position Control Budget
Arts, Recreation & Parks

Job Title	Grade	FY09	FY10	FY11	FY12	FY13	Pay Period Range		
Full time Positions									
Arts, Recreation & Parks Director	28	1	1	1	1	1	2,193	-	3,654
Manager B	18	-	1	-	-	1	1,484		2,203
Manager C	13					6	1,163		1,726
Supervisor C	12	1	1	1	1	1	1,108		1,644
Grounds Keeper/Special Events Manager	10					1	1,005		1,491
Administrative Secretary	8	1			1	1	911	-	1,353
Horticulturist	8					1	911		1,353
Maintenance Assistant	8					1	911		1,353
Crew Worker	5	2	2	2	2	2	787		1,169
Custodian	5			1	1	3	787		1,169
Baseball Operations Director					1		1,055		1,566
Building Maintenance Worker				1	1			-	
Clerical Specialist				1					
Maintenance Crew Leader		1						-	
Maintenance Supervisor		1	1						
Maintenance Worker		5	4	3	3				
Marketing & Programs Manager		1	1					-	
Sports Programs Coordinator		1	1	1	1			-	
USA Stadium Complex Director			1	1	1	-		-	
Total Full time Positions		14	13	12	13	18			

City of Millington
State Street Aid Fund
FY13 Position Control Budget

Job Title	Grade	FY09	FY10	FY11	FY12	FY13	Pay Period Range
Full time Positions							
Manager B	18				1	1	1,484 - 2,203
Supervisor C	12	1	1	1	1	1	1,108 - 1,644
Heavy Equipment Operator	12	1	1	1	1	1	1,108 - 1,644
Equipment Operator	11	3	3	3	2	2	1,055 - 1,566
Crew Worker	5	5	3	5	5	5	787 - 1,169
Total Full time Positions		10	8	10	10	10	

City of Millington
Storm Water Fund
FY13 Position Control Budget

Job Title	Grade	FY09	FY10	FY11	FY12	FY13	Pay Period Range
Full time Positions							
City Engineer	28	0.5			0.4	0.4	2,193 - 3,654
Manager C			1	1			
GIS Technician			1	1			
Codes Enforcement Officer			1	1			
Crew Worker			2				
Stormwater Engineer							
Total Positions		0.5	5	3	0.4	0.4	

City of Millington
Sanitation Fund
FY13 Position Control Budget

Job Title	Grade	FY08	FY09	FY10	FY11	FY12	Pay Period Range		
Full time Positions									
Manager B	18					1	1,484	-	2,203
Supervisor A		1	1	1	1			-	
Heavy Equipment Operator	12					1	1,108		1,644
Crew Leader	11	6	6	6	6	4	1,055	-	1,566
Crew Worker	5	8	8	8	8	6	787	-	1,169
Total Positions		15	15	15	15	12			

City of Millington
Water Fund
FY13 Position Control Budget

Job Title	Grade	FY08	FY09	FY10	FY11	FY12	Pay Period Range		
Full time Positions									
Superintendent	23					1	1,894		2,812
Manager A	20	2	2	2	2	2	1,637	-	2,429
Lead Plant Operator	14	1	1	1	1	1	1,221		1,813
Plant Operator	12	3	3	3	3	2	1,108	-	1,644
Maintenance Mechanic	12	1	1	1	1	1	1,108	-	1,644
Utility Worker		1							
Total Positions		8	7	7	7	7			

City of Millington
Sewer Fund
FY13 Position Control Budget

Job Title	Grade	FY08	FY09	FY10	FY11	FY12	Pay Period Range
Full time Positions							
Manager A	20	1	1	1	1	1	1,637 - 2,429
Chief Maintenance Mechanic	16	1	1	1	1	1	1,346 - 1,999
Lead Plant Operator	14					1	1,221 - 1,813
Heavy Equipment Operator	12	1	1	1	1	1	1,108 - 1,644
Maintenance Mechanic	12	1	1	1	1	1	1,108 - 1,644
Plant Operator	12	3	3	3	3	2	1,108 - 1,644
Utility Worker	8	6	6	4	5	4	911 - 1,353
Total Positions		13	13	11	12	11	

EXHIBIT B

FY13 Adopted Compensation Policy

Linda L. Carter, Mayor

CITY OF MILLINGTON
COMPENSATION POLICY

SECTION I: GENERAL PAY POLICY

The purpose of these guidelines, which are established by Ordinance adopted by the Board of Mayor and Aldermen, is to establish procedures for determining rates of pay for new hires, promotions, demotions, reclassifications, job proficiency, and other situations in the Personnel System as approved by the Board of Mayor and Aldermen.

Each full-time and part-time employee shall be placed in a job classification with assigned pay range(s). Salaries of individual employees will be set within those ranges as approved by the Mayor (until a City Manager assumes the duties of the City's Chief Operating Officer and then by the City Manager) within budget resources. No employee shall be compensated at less than the minimum for their job classification and shall not be given any salary adjustment that causes their compensation to exceed the maximum for their job classification. Any approved changes should be promptly communicated to the employee impacted by the change.

The City compensates employees for all time and will not ask employees to work without compensation. Employees covered by the Fair Labor Standards Act (FLSA) may generally receive a "salary" to allow them to plan for the same minimum pay each pay period but will be properly compensated in cash or compensatory time for all hours in each pay-period. References in this Policy to Salary are to annualized base pay for each employee based on their job classification and are not to be interpreted to be contrary to any provisions of the FLSA.

SECTION II: PROVISIONS OF THE PAY PLAN

A. Hire Rate:

1. Fire and Police – Each new employee hired into a position covered by a Special Salary Schedule shall only be hired at the entry level rate for that position.

2. All Other Employees - A new employee to a position shall normally be hired into a position at the minimum of the salary range in which the job is assigned. Salary should be based on the bona fide qualifications of the applicant. The City's Chief Operating Officer may approve a hire rate above the minimum when an applicant possesses qualifications, experience, or education above the minimum acceptable qualifications for the position. Department heads

desiring to appoint an applicant at a salary above the minimum must submit written documentation through Personnel to the City's Chief Operating Officer for approval. Exceptions will be made only in exceptional cases.

B. Change of Status:

1. Promotion:
   a) Fire and Police – Employees who are covered by a Special Salary Schedule and who are promoted shall always receive the amount on that Schedule for the position to which they are promoted regardless of the percentage change from present pay.

   b) All Other Employees – Employees who promote to a higher pay grade and who have completed the original new job orientation period will receive a 5% increase or will be placed at the minimum salary range of the new grade, whichever is higher. Promotions must comply with Section III, C., of the City of Millington Personnel Policies.

2. Temporary Promotion: Whenever an employee assumes full responsibility and duties of a higher salary grade as a result of illness, vacancy, pregnancy, etc., for more than 20 working days, he/she will be temporarily promoted, and will be compensated in accordance with B.1. Promotion above, retroactive to the first working day of the temporary promotion period. Provided however, that the employee temporarily promoted will not receive higher pay than the employee whose position he/she fills.

   The temporary promotion must be justified in writing by the Department Head with an estimation of how long the situation giving rise to the temporary promotion is expected to last. Department Heads will make every effort to avoid making temporary promotions. Before compensation is granted, documentation must be submitted through Personnel to the City's Chief Operating Officer for approval. Temporary promotions as the result of a vacancy will not be permitted for more than 90 days. At the end of all temporary promotions, Personnel will initiate a Personnel Action Form and the employee returned to his/her position.

3. Reclassifications: When an employee's classification changes as a result of a job audit being performed by Personnel and approved by the City's Chief Operating Officer, the following will apply:

   A. Employees who positions are reclassified to a higher pay grade shall be given a 5% salary increase or placed at the entry salary of the new pay grade, whichever is higher.

   B. An employee whose position is reclassified and whose salary is already above the minimum salary of the reclassified position grade will

not automatically receive a pay adjustment. The Department Head may recommend to the City's Chief Operating Officer a proposed salary increase for the reclassified position in this situation.

C. Employees who are covered by a Special Salary Schedule shall only be placed at the proper rate for the new classification regardless of A. and B. above.

4. Involuntary Demotion: An involuntary demotion is a decision of management and normally requires a reduction in both pay and salary grade. An employee may be involuntarily demoted as a result of disciplinary action or for other reasons, including budget limitations. A reduction in pay and salary grade shall be imposed such that the compensation of the employee being demoted does not exceed the maximum compensation rate for the lower position. Such pay reductions must be reviewed by the Director of Personnel and approved by the City's Chief Operating Officer.

   Employees who are covered by a Special Salary Schedule and receive an involuntary demotion shall experience a salary reduction and shall be placed at the proper rate for the new classification regardless of any other provisions of this policy.

5. Effective Date of Salary Changes: The effective dates of all salary changes (increases or decreases) should coincide with the beginning of a payroll period unless there are compelling reasons to do otherwise or as provided in any Special Salary Schedule.

C. General Adjustments:

A general adjustment occurs when the Board of Mayor and Alderman approve a general pay adjustment for all eligible City employees.

1. General Adjustment for FY13: The general adjustment for FY13 is 5% for Department Heads and 3% for all other eligible employees.

2. General Eligibility: All full time and part-time employees are eligible unless excluded by other provisions of this policy.

3. Excluded from Eligibility: Employees are not eligible for the general adjustment if one or more of the following conditions apply:

   a. Elected officials – salary established prior to their election
   b. Employees of Fire and Police – covered by rules of Special Salary Schedule
   c. Employees who have ceased active work but are still on the payroll in order to cover final payments to them
   d. Employees whose overall performance has been evaluated as needs

improvement or unacceptable.

4. Effective Date of General Adjustments: The general adjustment is intended for time worked in the new fiscal year and is therefore effective on the first pay period covering 14 days worked in July.

5. Special Rules for Employees Covered by Special Salary Schedules: Any employee covered by a Special Salary Schedule shall not be eligible for any general increase to the extent that the new pay rate with the general increase exceeds the approved rate for that employee on the Special Salary Schedule.

6. Department Heads: This covers the following job classifications in their respective departments:

   - Arts and Recreation Director
   - City Engineer
   - Finance Director
   - Fire Chief
   - Personnel Director
   - Police Chief

D. Responsibility:

The Director of Personnel, under the direction of the City's Chief Operating Officer, shall review and monitor all compensation policies in order to ensure compliance with all legal and regulatory requirements, and, insofar as feasible, ensure the City's ability to attract and keep quality employees through competitive wages. The Board of Mayor and Aldermen shall annually approve the General Pay Policy and related Position Control Budget by Ordinance as a part of the budget-making process.

Department Heads should implement these policies by communicating them to employees, placing high priority on training, development and performance appraisal of employees, and through even-handed administration of all approved procedures. Department Heads may communicate with the Director of Personnel concerning any problems relating to administration of the compensation plan. Department Heads also shall provide the Director of Personnel any reports or other documents needed for administrative action or record keeping. It is the responsibility of each Department Head to maintain an up-to-date copy of this salary policy and related information for employee access, if requested.

The Personnel Director shall maintain copies of these policies along with records of the current compensation plan and pay ranges, individual salary data, etc.

SECTION III: COMPENSATION PHILOSOPHY AND POLICIES FOR IMPLEMENTATION

A. Compensation Philosophy: The City utilizes a market-based pay plan which is in accordance with local market compensation practices. The pay schedule may be adjusted annually according to availability of funds, local market salary surveys, and cost-of-living indicators. Pay-for-performance increases may be given based on an employee's performance rating. Increases such as performance and promotion are solely based on an employee's past and present job performance.

Employees will be informed of amount and effective dates of salary increases only after these are reviewed by Personnel and approved by the Mayor.

B. Policies:

1. Part-time and seasonal employees will be entitled to pay in accordance with the established Salary Guidelines for Part-time Employees. Part time and seasonal employees shall be paid for all hours worked and may not accrue any compensatory time. Such employees shall not be allowed to work any hours that will result in expenditures for compensation and fringe benefits in excess of the approved budget.

2. Overtime shall only be worked if it is essential to the public interest or to preserve public health and safety. Overtime work on any job shall be allocated as evenly as possible among all employees within the classification qualified to do the work. Overtime must be approved in advance by the Department Head except in emergency conditions.

   Employees, who are not exempt from the Fair Labor Standards Act (FLSA) and who are required to work overtime, shall be compensated in accordance with the provisions of the FLSA as follows:

   a) Compensation for overtime shall either be
      - payment for overtime hours at one and one-half times the straight time pay rate, or
      - compensatory time recorded at the rate of one and one-half hours for each overtime hour.

   b) The option to provide compensatory time in lieu of monetary payment for overtime worked may be requested by the employee but must be approved by the Department Head. In accordance with CFR § 553.2 et seq. employees must be paid for overtime unless they agree to receive compensatory time.

   c) In the event that an employee receives pay for compensatory time (such as termination or retirement) it shall be paid at the employee's straight time pay rate in effect at that time.

d) Compensatory time shall not be allowed to accumulate beyond 96 hours for those employees working a regular forty (40) hour work-week or beyond 144 hours for uniformed Fire personnel or 240 hours for sworn Police personnel.

e) Employees, whose work week routinely consists of forty (40) hours within a given seven (7) day period beginning on Saturday and who are determined to be non-exempt from the overtime regulations in accordance with Title 29, Part 541of the Code of Federal Regulations (better known as FLSA), will be compensated for hours actually worked on the job in excess of forty (40) hours as overtime.

d) Personnel in the Fire Department, who work special shifts involving continuous 24 hour days, are covered by special FLSA provisions related to overtime calculations. For hours worked in excess of 204 actual hours in a twenty-seven (27) day work cycle, these employees are to be compensated as overtime in accordance with Title 29, Part 541, Section 7(k), of the Code of Federal Regulations (better known as FLSA).

e) Sworn personnel in the Police Department are covered by special FLSA provisions related to overtime calculations and are compensated as overtime for hours worked in excess of 86 actual hours in a fourteen (14) day work cycle.

3. Exempt employees, as identified by the classification plan, are generally considered to be compensated on a "whole job" basis in accordance with Title 29, Part 541 of the Code of Federal Regulations (better known as FLSA) and overtime compensation is not considered due. The City's Chief Operating Officer may authorize a special payment to an exempt employee who is required to work an excessive number of hours, when compared to normal business conditions, in the event a natural disaster, civic disturbance or other emergency. Exempt employees fall into one of three categories: Executive, Professional, and Administrative. Exempt personnel are not required to complete weekly time sheets, and are not charged for vacation or sick leave if absences are less than one working day. Approval for the absence must be granted by the Mayor for Department Heads, and by Department Heads for all other personnel. No leave exceeding six (6) hours will be approved under this provision at any one time. Exempt employees are required to work a minimum of two hours (six hours for Fire Department shift personnel) to receive this time off. This time may not be used in conjunction with sick and vacation leave on the same day. Exempt personnel absent for one or more working days must submit leave sheets to their Department Head or to the Mayor, as appropriate, for approval.

SECTION IV: PAY PLAN

Attached are four schedules integral to the budgeting and compensation of personnel.

1. List of Pay Grades with annual compensation ranges and the Job Classifications assigned to each grade.

2. Table of Compensation Ranges reflecting annual, bi-weekly and hourly rates for each pay grade.

3. Special Salary Schedule for Fire Department

4. Special Salary Schedule for Police Department

City of Millington
List of Job Classifications and Pay Grades

Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Position Title
1	7.25	Hourly only	15.45	Part time workers
2	17,680.00	21,962.20	26,244.40	
3	18,564.00	23,060.31	27,556.62	
4	19,492.20	24,213.33	28,934.45	
5	20,466.81	25,423.99	30,381.17	Clerical Specialist
				Crew Worker
				Custodian
6	21,490.15	26,695.19	31,900.23	
7	22,564.66	28,029.95	33,495.24	Assistant Court Clerk
				Office Assistant, Senior
8	23,692.89	29,431.45	35,170.01	Administrative Secretary
				Horticulturist
				Maintenance Assistant
				Utility Worker
9	24,877.54	30,903.02	36,928.51	Accounting Technician B
				Assistant Personnel Director
				Permit Technician
10	26,121.41	32,448.17	38,774.93	Dispatcher/Jailer
				Executive Secretary
				Grounds Keeper/Special Events Manager
11	27,427.48	34,070.58	40,713.68	Court Clerk
				Crew Leader
				Equipment Operator

City of Millington
List of Job Classifications and Pay Grades

Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Position Title
12	28,798.86	35,774.11	42,749.36	Acct Technician A
				Billing Coordinator
				Codes Enforcement Officer
				GIS Technician
				Heavy Equipment Operator
				Maintenance Mechanic
				Manager D
				Plant Operator
				Plumbing Inspector
				Supervisor C
				Vehicle/Equipment Mechanic
13	30,238.80	37,562.82	44,886.83	Manager C
14	31,750.74	39,440.96	47,131.17	Accounting Coordinator
				City Clerk
				Lead Plant Operator
				Shop Supervisor
15	33,338.28	41,413.00	49,487.73	
16	35,005.19	43,483.65	51,962.12	Chief Building Inspector
				Chief Maintenance Mechanic
				Fire Inspector
17	36,755.45	45,657.84	54,560.22	
18	38,593.22	47,940.73	57,288.23	Fire Marshall
				Manager B
19	40,522.88	50,337.76	60,152.65	
20	42,549.03	52,854.65	63,160.28	Manager A
21	44,676.48	55,497.39	66,318.29	
22	46,910.30	58,272.25	69,634.10	
23	49,255.82	61,185.87	73,115.92	Assistant Fire Chief
				Superintendent - Water & Wastewater
24	51,718.61	64,245.16	76,771.71	
25	54,304.54	67,457.42	80,610.30	

City of Millington
List of Job Classifications and Pay Grades

Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Position Title
28	57,019.77	76,009.88	95,000.00	Arts, Recreation & Parks Director Finance Director Fire Chief Personnel Director Planning & Development Director Police Chief
30	70,000.00	85,000.00	100,000.00	City Manager

City of Millington
Salary Structure by Grade

Grade	Annual			Bi-weekly			Hourly	
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum	Minimum	Maximum
1	Hourly only	Hourly only	Hourly only	Hourly only	Hourly only	Hourly only	7.25	15.45
2	17,680.00	21,962.20	26,244.40	680.00	844.70	1,009.40	8.50	12.62
3	18,564.00	23,060.31	27,556.62	714.00	886.94	1,059.87	8.93	13.25
4	19,492.20	24,213.33	28,934.45	749.70	931.28	1,112.86	9.37	13.91
5	20,466.81	25,423.99	30,381.17	787.19	977.85	1,168.51	9.84	14.61
6	21,490.15	26,695.19	31,900.23	826.54	1,026.74	1,226.93	10.33	15.34
7	22,564.66	28,029.95	33,495.24	867.87	1,078.08	1,288.28	10.85	16.10
8	23,692.89	29,431.45	35,170.00	911.27	1,131.98	1,352.69	11.39	16.91
9	24,877.53	30,903.02	36,928.50	956.83	1,188.58	1,420.33	11.96	17.75
10	26,121.41	32,448.17	38,774.93	1,004.67	1,248.01	1,491.34	12.56	18.64
11	27,427.48	34,070.58	40,713.68	1,054.90	1,310.41	1,565.91	13.19	19.57
12	28,798.85	35,774.11	42,749.36	1,107.65	1,375.93	1,644.21	13.85	20.55
13	30,238.79	37,562.81	44,886.83	1,163.03	1,444.72	1,726.42	14.54	21.58
14	31,750.73	39,440.95	47,131.17	1,221.18	1,516.96	1,812.74	15.26	22.66
15	33,338.27	41,413.00	49,487.73	1,282.24	1,592.81	1,903.37	16.03	23.79
16	35,005.18	43,483.65	51,962.12	1,346.35	1,672.45	1,998.54	16.83	24.98
17	36,755.44	45,657.84	54,560.23	1,413.67	1,756.07	2,098.47	17.67	26.23
18	38,593.21	47,940.73	57,288.24	1,484.35	1,843.87	2,203.39	18.55	27.54
19	40,522.87	50,337.76	60,152.65	1,558.57	1,936.07	2,313.56	19.48	28.92
20	42,549.01	52,854.65	63,160.28	1,636.50	2,032.87	2,429.24	20.46	30.37
21	44,676.46	55,497.38	66,318.29	1,718.33	2,134.51	2,550.70	21.48	31.88
22	46,910.28	58,272.24	69,634.20	1,804.24	2,241.24	2,678.24	22.55	33.48
23	49,255.79	61,185.85	73,115.91	1,894.45	2,353.30	2,812.15	23.68	35.15
24	51,718.58	64,245.15	76,771.71	1,989.18	2,470.97	2,952.76	24.86	36.91
25	54,304.51	67,457.41	80,610.30	2,088.64	2,594.52	3,100.40	26.11	38.75
28	57,019.74	76,009.87	95,000.00	2,193.07	2,923.46	3,653.85	27.41	45.67
30	70,000.00	85,000.00	100,000.00	2,692.31	3,269.23	3,846.15	33.65	48.08

Effective Hours Worked After July 1, 2012

Schedule 2

City of Millington
Salary Structure by Grade

Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Bi-weekly Minimum	Bi-weekly Midpoint	Bi-weekly Maximum	Hourly Minimum	Hourly Maximum
Special Salary Schedules								
E1	15,000.00		15,000.00	577.00		577.00	N/A	N/A
E2	3,600.00		3,600.00	N/A		N/A	N/A	N/A
E3	36,000.00		36,000.00	1,385.00		1,385.00	N/A	N/A
F0	N/A	N/A	N/A	N/A	N/A	N/A	10.55	N/A
F1	29,942.10	N/A	N/A	1,152.00	N/A	N/A	10.86	N/A
F2	32,568.60	N/A	N/A	1,253.00	N/A	N/A	11.82	N/A
F3	33,619.20	N/A	N/A	1,293.00	N/A	N/A	12.20	N/A
F4	34,669.80	N/A	N/A	1,333.00	N/A	N/A	12.58	N/A
F5	35,720.40	N/A	N/A	1,374.00	N/A	N/A	12.96	N/A
F6	37,821.60	N/A	N/A	1,455.00	N/A	N/A	13.72	N/A
F7	40,973.40	N/A	N/A	1,576.00	N/A	N/A	14.87	N/A
F8	42,024.00	N/A	N/A	1,616.00	N/A	N/A	15.25	N/A
F9	44,125.20	N/A	N/A	1,697.00	N/A	N/A	16.01	N/A
F10	47,277.00	N/A	N/A	1,818.00	N/A	N/A	17.15	N/A
P1	29,942.10	N/A	N/A	1,152.00	N/A	N/A	14.40	N/A
P2	33,619.20	N/A	N/A	1,293.00	N/A	N/A	16.16	N/A
P3	34,669.80	N/A	N/A	1,333.00	N/A	N/A	16.67	N/A
P4	36,771.00	N/A	N/A	1,414.00	N/A	N/A	17.68	N/A
P5	38,872.20	N/A	N/A	1,495.00	N/A	N/A	18.69	N/A
P6	40,973.40	N/A	N/A	1,576.00	N/A	N/A	19.70	N/A
P7	43,074.60	N/A	N/A	1,657.00	N/A	N/A	20.71	N/A
P8	47,277.00	N/A	N/A	1,818.00	N/A	N/A	22.73	N/A
P9	49,693.38	N/A	N/A	1,911.00	N/A	N/A	23.89	N/A
P10	51,479.40	N/A	N/A	1,980.00	N/A	N/A	24.75	N/A

City of Millington
Fire Department Special Salary Schedule
Annual Rate Excluding Overtime

				Holiday Pay
Fireman		Annual	Hourly	Hourly Rate
F0	Part-time Firefighter	N/A	N/A	10.55
F1	Entry Level Hire	29,942	10.86	14.40
F2	Firefighter I - Education + 1 or more years with City as of July 1	32,569	11.82	15.66
F3	Firefighter II - Education + 3 or more years with City as of July 1	33,619	12.20	16.16
F4	Firefighter III - Education + 5 or more years with City as of July 1	34,670	12.58	16.67
F5	Firefighter IV - Education + 7 or more years with City as of July 1	35,720	12.96	17.17
Lieutenant				
F6	Promotion from Firefighter or new hire to City	37,822	13.72	18.18
F7	5 or more years in job class with City as of July 1	40,973	14.87	19.70
F8	10 or more years in job class with City as of July 1	42,024	15.25	20.20
Battalion Commander				
F9	Promotion from Lieutenant or new hire to City	44,125	16.01	21.21
F10	3 or more years in job class with City as of July 1	47,277	17.15	22.73

Increases are based on a combination of education standards, as established by the Fire Chief, in addition to time in the job class. Both requirements must be met before the annual pay adjustment can occur.

Pay increases for a Promotion (to Lieutenant, or to Battalion Commander) will occur at the beginning of the next payperiod when the promotion occurs.

All pay increases for time in rank are given as of July 1 each year. No adjustments will be made for back pay or for attainment of years of service during the year.

Hourly Rate is for all straight overtime hours and will be used to calculate time and a half as necessary. Holiday Hourly Rate is calculated to be consistent with how all City employees are compensated for Holidays.

Any employee currently receiving pay above the rate for their job title and years of service will be red-lined. Red-lined employees will not receive any pay adjustment or general increase until their pay is in line with all other employees for their job title and years of service.

Any employee regularly serving as a driver shall receive a $40 per payperiod supplement.

City of Millington
Police Department Special Salary Schedule
Annual Rate Excluding Overtime

Police Officer		Annual	Hourly
P1	Entry Level Hire	29,942	14.40
P2	Street Ready - Single Officer in Car	33,619	16.16
P3	3 or more years with City as of July 1	34,670	16.67
P4	5 or more years with City as of July 1	36,771	17.68
Sergeant			
P5	Promotion from Police Officer or new hire to City	38,872	18.69
P6	3 or more years with City in job class as of July 1	40,973	19.70
Lieutenant			
P7	Promotion from Sergeant or new hire to City	43,075	20.71
P8	3 or more years with City in job class as of July 1	47,277	22.73
Inspector			
P9	Promotion from Sergeant or new hire to City	49,693	23.89
P10	3 or more years with City in job class as of July 1	51,479	24.75

Pay increases for a Promotion (to Sergeant, to Lieutenant, or to Inspector) will occur at the beginning of the next payperiod when the promotion occurs.

All pay increases for time in rank are given as of July 1 each year. No adjustments will be made for back pay or for attainment of years of service during the year.

Pay increase for street ready new hire will occur as of the first day of a payperiod next starting following certification by Chief of Police.

Any employee currently receiving pay above the rate for their job title and years of service will be red-lined. Red-lined employees will not receive any pay adjustment or general increase until their pay is in line with all other employees for their job title and years of service.

One employee may receive a 5% supplement for serving as the information technology coordinator for the Department.