

RESOLUTION 2016-26

A RESOLUTION OF THE MAYOR AND COUNCIL OF THE TOWN OF FOUNTAIN HILLS, ARIZONA, APPROVING THE REVISED TOWN OF FOUNTAIN HILLS 2016-17 PAY PLAN.

WHEREAS, the Mayor and Council of the Town of Fountain Hills (the "Town Council") approved Resolution No. 2016-10 on June 2, 2016, approving the Town of Fountain Hills 2016-17 Pay Plan (the "Pay Plan"); and

WHEREAS, the Town Council desires to revise the Pay Plan to comply with the United States Department of Labor Final Rule regarding the Fair Labor Standards Act (FLSA) regulation with respect to the standard salary level of exempt positions to be implemented by December 1, 2016 (the "Revised Pay Plan").

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE TOWN OF FOUNTAIN HILLS as follows:

SECTION 1. The recitals above are hereby incorporated as if fully set forth herein.

SECTION 2. The Town Council hereby approves the Revised Pay Plan in the form attached hereto as Exhibit A and incorporated herein by reference.

SECTION 3. The Revised Pay Plan shall be effective as of November 28, 2016, and shall remain in effect for the balance of the 2016-17 Fiscal Year.

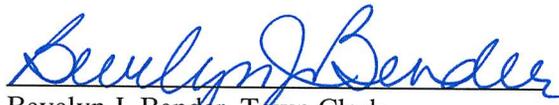
SECTION 4. The Mayor, the Town Manager, the Town Clerk and the Town Attorney are hereby authorized and directed to take all steps necessary to carry out the purpose and intent of this Resolution.

PASSED AND ADOPTED by the Mayor and Council of the Town of Fountain Hills, Arizona, October 6, 2016.

FOR THE TOWN OF FOUNTAIN HILLS:

ATTESTED TO:


Linda M. Kavanagh, Mayor


Bevelyn J. Bender, Town Clerk

REVIEWED BY:

APPROVED AS TO FORM:


Grady E. Miller, Town Manager

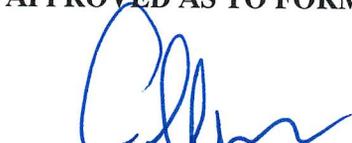

Andrew J. McGuire, Town Attorney

EXHIBIT A
TO
RESOLUTION 2016-26

[Revised Pay Plan]

See following page.

Side by Side Comparison - Current / Proposed Pay Plan - 2016 FLSA Rule Compliance Changes

2016-17 Exempt Positions				
Position Title	Existing Current Range		Proposed Updated Range (FLSA)	
	Minimum	Maximum	Minimum	Maximum
Finance Director	\$ 89,676	\$ 127,529	no change	no change
Public Works Director	88,300	125,571	no change	no change
Development Services Director	88,300	125,571	no change	no change
Town Engineer	84,884	120,713	no change	no change
Administrative Services Director	79,437	112,968	no change	no change
Community Services Director	79,129	112,529	no change	no change
Court Administrator	70,886	100,807	no change	no change
Town Clerk	65,165	92,671	no change	no change
Economic Development Director	63,352	90,094	no change	no change
Chief Building Official/Plans Examiner	62,706	89,174	no change	no change
Street Superintendent	61,391	87,304	no change	no change
Senior Planner	61,139	86,945	no change	no change
Network and Information Technology Administrator	57,532	85,697	no change	no change
Recreation Supervisor	56,940	80,975	no change	no change
Parks Supervisor	55,003	78,220	no change	no change
Facilities/Environmental Supervisor	53,483	76,059	no change	no change
Events and Operations Supervisor - Comm. Ctr.**	49,861	70,907	51,799	73,663
Executive Assistant to Town Manager/Council**	49,508	70,405	51,434	73,144
Senior Services Supervisor**	47,486	67,530	49,332	70,156
Accountant**	45,701	64,992	47,476	67,516
Recreation Program Coordinator**	43,169	61,391	47,476	67,516
Tourism Coordinator**	43,169	61,391	47,476	67,516
Volunteer Coordinator**	43,169	61,391	47,476	67,516
Community Center Operations Coordinator**	40,125	57,062	47,476	67,516
**Proposed to be changed due to FLSA rule change				

2016-17 Non-Exempt Positions				
Position Title	Existing Current Range		Proposed Updated Range (FLSA)	
	Minimum	Maximum	Minimum	Maximum
GIS Technician/CAD Operator	\$ 24.22	\$ 34.44	no change	no change
Traffic Signal Technician II	23.62	33.60	no change	no change
Civil Engineer Inspector	21.03	29.91	no change	no change
Code Enforcement Officer	19.74	28.07	no change	no change
Executive Assistant	19.74	28.07	no change	no change
Fleet Mechanic/Open Space-Landscape Specialist	19.25	27.38	no change	no change
Park Operations Lead	19.25	27.38	no change	no change
Facilities Maintenance Technician	17.82	25.35	no change	no change
Building Permit Technician	17.36	24.69	no change	no change
Senior Court Clerk	16.89	24.01	no change	no change
Street Maintenance Technician	16.89	24.01	no change	no change
Court Clerk	16.14	22.96	no change	no change
Financial Services Technician	16.14	22.96	no change	no change
Accounting Clerk	15.62	22.21	no change	no change
Customer Service Representative II	15.62	22.21	no change	no change
Senior Services Activities Coordinator	15.28	21.73	no change	no change
Lead Park Attendant	15.28	21.73	no change	no change
Customer Service Representative I	13.92	19.79	no change	no change
Home Delivered Meals Coordinator	13.61	19.36	no change	no change
Groundskeeper	13.61	19.36	no change	no change
Operations Support Worker	13.61	19.36	no change	no change
Custodian	12.58	17.89	no change	no change
Park Attendant	12.58	17.89	no change	no change
Senior Services Assistant	12.58	17.89	no change	no change