

City of Lawrence, Kansas Primary Pay Plan (effective January 1, 2009)					
Hourly Rates					
Grade	Minimum	First Quartile	Midpoint	Third Quartile	Maximum
901	10.6654	11.9572	13.2491	14.5409	15.8328
902	11.9452	13.3921	14.8390	16.2858	17.7327
903	13.3786	14.9991	16.6196	18.2401	19.8606
904	14.9841	16.7990	18.6140	20.4290	22.2439
905	16.7821	18.8149	20.8477	22.8804	24.9132
905a	16.7821	18.3702	19.9582	21.5462	23.1344
906	18.7960	21.0727	23.3494	25.6261	27.9028
907	21.0515	23.6014	26.1513	28.7012	31.2511
908	23.5777	26.4336	29.2895	32.1454	35.0012
909	26.4070	29.6056	32.8042	36.0028	39.2014
910	29.5759	33.1583	36.7407	40.3231	43.9056
911	33.1250	37.1373	41.1496	45.1619	49.1742
912	37.1000	41.5938	46.0876	50.5814	55.0751
913	41.5520	46.5850	51.6181	56.6511	61.6842
916	56.6773	63.5423	70.4074	77.2724	84.1378

City of Lawrence, Kansas Primary Pay Plan (effective January 1, 2009)					
Annual Rates					
Grade	Minimum	First Quartile	Midpoint	Third Quartile	Maximum
901	22,183.95	24,871.01	27,558.08	30,245.14	32,932.20
902	24,846.03	27,855.54	30,865.05	33,874.55	36,884.06
903	27,827.55	31,198.20	34,568.85	37,939.50	41,310.15
904	31,166.85	34,941.98	38,717.11	42,492.24	46,267.37
905	34,906.88	39,135.02	43,363.16	47,591.31	51,819.45
905a	34,906.88	38,209.94	41,513.00	44,816.06	48,119.51
906	39,095.70	43,831.22	48,566.74	53,302.26	58,037.79
907	43,787.18	49,090.97	54,394.75	59,698.54	65,002.32
908	49,041.65	54,981.88	60,922.12	66,862.36	72,802.60
909	54,926.64	61,579.71	68,232.78	74,885.84	81,538.91
910	61,517.84	68,969.27	76,420.71	83,872.14	91,323.58
911	68,899.98	77,245.59	85,591.19	93,936.80	102,282.41
912	77,167.98	86,515.06	95,862.14	105,209.21	114,556.29
913	86,428.13	96,896.86	107,365.59	117,834.32	128,303.05
916	117,888.78	132,168.06	146,447.34	160,726.61	175,006.55

City of Lawrence, Kansas Police Pay Plan (effective January 1, 2009)
MOU Covered Positions (Hourly Rates)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	
301	19.3639	19.8480	20.3442	20.8528	21.3741	21.9085	22.4562	23.0176	23.5930	24.1828	24.7874	25.4071	26.0423	26.6933	27.3607	28.0447	28.7458	29.4645	30.2011	30.9561	31.7300	32.5232	
302	25.4071	26.0423	26.6933	27.3607	28.0447	28.7458	29.4645	30.2011	30.9561	31.7300	32.5232	33.3363	34.1697	35.0240	35.8996	36.7971	37.7170						

City of Lawrence, Kansas Police Pay Plan (effective January 1, 2009)
MOU Covered Positions (Annual Rates)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	
301	40,276.90	41,283.82	42,315.92	43,373.81	44,458.16	45,569.61	46,708.85	47,876.57	49,073.49	50,300.33	51,557.83	52,846.78	54,167.95	55,522.15	56,910.20	58,332.96	59,791.28	61,286.06	62,818.21	64,388.67	65,998.38	67,648.34	
302	52,846.78	54,167.95	55,522.15	56,910.20	58,332.96	59,791.28	61,286.06	62,818.21	64,388.67	65,998.38	67,648.34	69,339.55	71,073.04	72,849.87	74,671.11	76,537.89	78,451.34						

City of Lawrence, Kansas Police Pay Plan (effective January 1, 2009)					
Non-MOU Covered Positions (Hourly Rates)					
Grade	Minimum	First Quartile	Midpoint	Third Quartile	Maximum
303	29.4645	33.0334	36.6022	40.1711	43.7401
304	33.3363	37.3741	41.4120	45.4498	49.4880

City of Lawrence, Kansas Police Pay Plan (effective January 1, 2009)					
Non-MOU Covered Positions (Annual Rates)					
Grade	Minimum	First Quartile	Midpoint	Third Quartile	Maximum
303	61,286.10	68,709.38	76,132.66	83,555.94	90,979.41
304	69,339.44	77,738.17	86,136.91	94,535.65	102,935.04

City of Lawrence, Kansas Fire Pay Plan (effective January 1, 2009)
Hourly Rates

Grade	Hrs Wkd Per Yr	Position Title	PositionAbbr	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
F01	2912	Firefighter Basic	FF	12.9039	13.2265	13.5572	13.8961	14.2435	14.5996	14.9646	15.3387	15.7222	16.1152	16.5181	16.9311	17.3543	17.7882	18.2329
F01a	2080	Firefighter Basic	FF80	18.0655	18.5171	18.9800	19.4545	19.9409	20.4394	20.9504	21.4742	22.0110	22.5613	23.1253	23.7035	24.2961	24.9035	25.5261
F02	2912	Firefighter EMT-I	FF-I	13.8717	14.2185	14.5740	14.9383	15.3118	15.6946	16.0869	16.4891	16.9013	17.3239	17.7570	18.2009	18.6559	19.1223	19.6004
F03	2912	Firefighter Paramedic	FF-PM	15.0331	15.4089	15.7941	16.1890	16.5937	17.0085	17.4337	17.8696	18.3163	18.7742	19.2436	19.7247	20.2178	20.7232	21.2413
F04	2912	Fire Engineer Basic	Eng	13.8961	14.2435	14.5996	14.9646	15.3387	15.7222	16.1152	16.5181	16.9311	17.3543	17.7882	18.2329	18.6887	19.1559	19.6348
F05	2912	Fire Engineer EMT-I	Eng-I	14.9383	15.3118	15.6946	16.0869	16.4891	16.9013	17.3239	17.7570	18.2009	18.6559	19.1223	19.6004	20.0904	20.5926	21.1074
F06	2912	Fire Engineer Paramedic	Eng-PM	16.1890	16.5937	17.0085	17.4337	17.8696	18.3163	18.7742	19.2436	19.7247	20.2178	20.7232	21.2413	21.7724	22.3167	22.8746
F07	2912	Fire Lieutenant	Ltw/oFO	17.4337	17.8696	18.3163	18.7742	19.2436	19.7247	20.2178	20.7232	21.2413	21.7724	22.3167	22.8746	23.4464	24.0326	24.6334
F08	2912	Fire Lieutenant EMT-I	Lt+EMT-I	16.4087	16.8189	17.2394	17.6703	18.1121	18.5649	19.0290	19.5047	19.9924	20.4922	21.0045	21.5296	22.0678	22.6195	23.1850
F09	2912	Fire Lieutenant Paramedic	Lt+PM	17.7824	18.2270	18.6827	19.1497	19.6285	20.1192	20.6222	21.1377	21.6661	22.2078	22.7630	23.3321	23.9154	24.5133	25.1261
F10	2080	Fire Inspection Officer	LT-Prev/80	24.1207	24.7238	25.3419	25.9754	26.6248	27.2904	27.9727	28.6720	29.3888	30.1235	30.8766	31.6485	32.4397	33.2507	34.0820

City of Lawrence, Kansas Fire Pay Plan (effective January 1, 2009)
Annual Rates

Grade	Hrs Wkd Per Yr	Position Title	PositionAbbr	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
F01	2912	Firefighter Basic	FF	37,576.20	38,515.61	39,478.50	40,465.46	41,477.10	42,514.02	43,576.88	44,666.30	45,782.95	46,927.53	48,100.72	49,303.23	50,535.81	51,799.21	53,094.19
F01a	2080	Firefighter Basic	FF80	37,576.20	38,515.61	39,478.50	40,465.46	41,477.10	42,514.02	43,576.88	44,666.30	45,782.95	46,927.53	48,100.72	49,303.23	50,535.81	51,799.21	53,094.19
F02	2912	Firefighter EMT-I	FF-I	40,394.42	41,404.28	42,439.39	43,500.37	44,587.88	45,702.58	46,845.14	48,016.27	49,216.68	50,447.09	51,708.27	53,000.98	54,326.00	55,684.15	57,076.25
F03	2912	Firefighter Paramedic	FF-PM	43,776.28	44,870.68	45,992.45	47,142.26	48,320.82	49,528.84	50,767.06	52,036.24	53,337.14	54,670.57	56,037.33	57,438.27	58,874.22	60,346.08	61,854.73
F04	2912	Fire Engineer Basic	Eng	40,465.46	41,477.10	42,514.02	43,576.88	44,666.30	45,782.95	46,927.53	48,100.72	49,303.23	50,535.81	51,799.21	53,094.19	54,421.54	55,782.08	57,176.64
F05	2912	Fire Engineer EMT-I	Eng-I	43,500.37	44,587.88	45,702.58	46,845.14	48,016.27	49,216.68	50,447.09	51,708.27	53,000.98	54,326.00	55,684.15	57,076.25	58,503.16	59,965.74	61,464.88
F06	2912	Fire Engineer Paramedic	Eng-PM	47,142.26	48,320.82	49,528.84	50,767.06	52,036.24	53,337.14	54,670.57	56,037.33	57,438.27	58,874.22	60,346.08	61,854.73	63,401.10	64,986.13	66,610.78
F07	2912	Fire Lieutenant	Ltw/oFO	50,767.06	52,036.24	53,337.14	54,670.57	56,037.33	57,438.27	58,874.22	60,346.08	61,854.73	63,401.10	64,986.13	66,610.78	68,276.05	69,982.95	71,732.52
F08	2912	Fire Lieutenant EMT-I	Lt+EMT-I	47,782.04	48,976.59	50,201.01	51,456.03	52,742.43	54,061.00	55,412.52	56,797.83	58,217.78	59,673.22	61,165.05	62,694.18	64,261.53	65,868.07	67,514.77
F09	2912	Fire Lieutenant Paramedic	Lt+PM	51,782.40	53,076.96	54,403.88	55,763.98	57,158.08	58,587.03	60,051.71	61,553.00	63,091.83	64,669.12	66,285.85	67,942.99	69,641.57	71,382.61	73,167.17
F10	2080	Fire Inspection Officer	LT-Prev/80	50,171.15	51,425.42	52,711.06	54,028.84	55,379.56	56,764.05	58,183.15	59,637.72	61,128.67	62,656.88	64,223.31	65,828.89	67,474.61	69,161.48	70,890.51

City of Lawrence, Kansas Fire Pay Plan (effective January 1, 2009)								
Hourly Rates								
Grade	Hrs Wkd Per Yr	Position Title	Position Abbr	Minimum	First Quartile	Midpoint	Third Quartile	Maximum
F11	2912	Fire Captain	Capt 112	22.1834	24.1523	26.1211	28.0900	30.0589
F12	2080	Fire Captain	Capt 80	31.0568	33.8132	36.5696	39.3260	42.0824
F13	2912	Fire Division Chief	Div Chief 112	25.1771	27.4116	29.6462	31.8808	34.1153
F14	2080	Fire Division Chief	Div Chief 80	35.2479	38.3763	41.5047	44.6331	47.7615

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Annual Rates								
Grade	Hrs Wkd Per Yr	Position Title	Position Abbr	Minimum	First Quartile	Midpoint	Third Quartile	Maximum
F11	2912	Fire Captain	Capt 112	64,598.09	70,331.44	76,064.79	81,798.13	87,531.48
F12	2080	Fire Captain	Capt 80	64,598.09	70,331.44	76,064.79	81,798.13	87,531.48
F13	2912	Fire Division Chief	Div Chief 112	73,315.63	79,822.70	86,329.77	92,836.83	99,343.90
F14	2080	Fire Division Chief	Div Chief 80	73,315.63	79,822.70	86,329.77	92,836.83	99,343.90