

| 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)<br>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)<br>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 |