Graduated Wage Cut Scale – Lewis Budget Substitute Weighted Average Effective Cut = 2.14%

Employee Salary	Proposed Pay Cut
\$0 to \$30,000	No cut
\$30,001 to \$58,250	2% pay cut
\$58,251 to \$75,000	3% pay cut
\$75,001 to \$100,000	4.5% pay cut
\$100,001 to \$125,000	5.5% pay cut
\$125,001 and up	6.5% pay cut.

Numbers of City Employees in Each Pay Range Lewis Floor Substitute Weighted Average Effective Cut = 2.14%

\$0-\$30,000 Range - No Pay Cut

The City employs approximately 1,280 employees in this salary range. Examples of these employees include Library Customer Assistants, Custodians, Motorcoach Operators (bus drivers), Maintenance Workers, Teaching Assistants, and certain Security Officers.

\$30,001-\$58,250 - 2% Pay Cut

The City employs approximately 4150 employees in this salary range. Examples of these employees include Zookeepers, Construction Inspectors, Maintenance Technicians, Technical Writers, Computer Operators, Analysts and Accountants, Security Officers, Senior Administrative Assistants, Teachers, Secretaries, and most Police Officers and Firefighters.

\$58,251-\$75,000 - 3% Pay Cut

The City employs approximately 580 employees in this salary range. Examples of these employees include Managers and Supervisors within various City departments, Engineers, Building Supervisors, Senior Planners, Coordinators, and senior level Police and Fire Officers.

\$75,001-\$100,000 - 4.5% Pay Cut

The City employs approximately 210 employees in this salary range. Examples of these employees include Deputy and Associate Directors, Lieutenants, Principal Engineers, Senior Planners, Attorneys, Database Administrators, Program Managers, and Veterinarians.

\$100,001-\$125,000 - 5.5% Pay Cut

The City employs approximately 44 employees in this salary range. Examples of these employees include Deputy Directors, Attorneys, Senior Veterinarians, Engineering Division Managers, and Senior Managers.

Over \$125,001 – 6.5% Pay Cut

The City employs fewer than 10 employees in this range, including, among others, the Chief Administrative Officer, the Director of Public Safety, Chief Public Safety Officer, and the Chiefs of Police and Fire.

		Effeci	t of Grad	uated Pa	Effect of Graduated Pay Decrease - Lewis Budget Sub	se - Lewis	s Budget	Sub					
•	0.00% 2.00%	2.00%	2.00%	2.00%	2.00% 2.00% 3.00% 4.50% 4.50% 5.50% 5.50% 6.50% 6.50% 6.50%	4.50%	4.50%	5.50%	5.50%	6.50%	6.50%	6.50%	6.50%
Employee Base Salary \$25,000 \$35,000	\$25,000	\$35,000	\$45,000	\$55,000	\$65,000	\$80,000	\$95,000	\$105,000	\$115,000	\$95,000 \$105,000 \$115,000 \$130,000 \$135,000 \$145,000 \$155,000	\$135,000	\$145,000	\$155,000
Pay Reduction Shift in Health Insurance (17% to 20%)*	\$0 (388)	(\$700) (399)	(\$900) (399)	(\$1,100) (399)	(\$900) (\$1,100) (\$1,950) (\$3,600) (\$4,275) (\$5,775) (\$6,325) (\$8,450) (\$8,775) (\$9,425) (\$10,075) (399) (399) (399) (399) (399)	(\$3,600) (399)	(\$4,275) (399)	(\$5,775) (399)	(\$6,325) (399)	(\$8,450) (399)	(\$8,775) (399)	(\$9,425) (399)	(\$10,075) (399)
	\$ (399) \$ (1,099)	ľ	\$ (1,299)	\$ (1,499)	\$ (1,299) \$ (1,499) \$ (2,349) \$ (3,999) \$ (4,674) \$ (6,174) \$ (6,724) \$ (8,849) \$ (9,174) \$ (9,824) \$ (10,474)	(3,999)	\$ (4,674)	\$ (6,174)	\$ (6,724)	\$ (8,849)	\$ (9,174)	\$ (9,824)	\$(10,474)
Pay After Reduction \$24,601 \$33,901 Total Percentage Decrease** -1.6% -3.1%	\$24,601 -1.6%	\$33,901 -3.1%	\$43,701 -2.9%	\$53,501 -2.7%	\$62,651 -3.6%	\$76,001 -5.0%	\$90,326 -4.9%	\$98,826 -5.9%	\$108,276 -5.8%	\$98,826 \$108,276 \$121,151 \$125,826 \$135,176 \$144,526 -5.9% -5.8% -6.8% -6.8% -6.8%	\$125,826 -6.8%	\$135,176 -6.8%	\$144,526 -6.8%
	*Assumes I	*Assumes Employee and Family on Presbyterian Plan **Does Not Take into Consideration Tax Effects	nd Family o onsideratio	n Presbyte n Tax Effec	rian Plan ts								

Additional Program Cuts - Lewis Budget Substitute

<u>Additional Personnel Cuts</u> Remove Funding for 88 Half Year Positions from Proposed Budget	(\$2,218,155)
Subtotal of Additional Personnel Cuts	(\$2,218,155)
Additional Program Cuts	(400/88/04)
Cut NM Coalition of Charter Schools - High School Initiative	(\$52,157)
Cut YDI Voucher	(\$52,250)
Cut Barelas Community Development Corporation	(\$87,400)
Warehouse 508 - Operating Contract	(\$83,125)
High School Retention Program	(\$223,675)
Subtotal of Additional Program Cuts	(\$593,488)
Additions to FY/11 Budget	
Funding to Reconcile Metropolitan Redevelopment Fund Balances	\$10,000
Ordinance Required Funding for POC Review	\$35,000
Subtotal of Add Backs	\$45,000
Net Total of Additional Cuts in Lewis Budget Substitute	(\$2,766,643)