



**Total Base Salaries (2009)**

**\$19,137,738.67**

**Average Salary for Full Time Employees (2009)**

**\$55,923.28**

**Average Salary for Part Time/Temp Employees (2009)**

**\$18,943.76**

**Does not include: Overtime Pay, Council or Appointees**

# Six Upgrade Requests





# Raises

<b>Year</b>	<b>% Approved</b>	<b>% of Employees</b>	<b>Range Received</b>
<b>2005</b>	<b>3.2%</b>	<b>98%</b>	<b>4.25% - 9.68%</b>
<b>2006</b>	<b>3.5%</b>	<b>89%</b>	<b>3.5% - 17.82%</b>
<b>2007</b>	<b>3.0%</b>	<b>89%</b>	<b>3.0% - 20.64%</b>
<b>2008</b>	<b>3.5%</b>	<b>76%</b>	<b>4.0% - 28.37%</b>
<b>2009</b>	<b>3.66%</b>	<b>?</b>	<b>?</b>

**Due To: Upgrades and Promotions**

# Why We Cannot Upgrade Right Now!

Although only 3 employees are recommended for increases, the proposal is to retro upgrade back to Jan 2009, **25** more are recommended in July. If all positions are upgraded, the price goes from **\$17,720 to \$136,215**. This is only an upgrade and does not account for raises/promotions.

Non-Bargaining employees represent **\$5,395,992** of salaries for the City of Dover. The average salary is **\$55,628.78**. **3.5%** raises are increasing to **4.6%** due to **recurrent** practice of re-grading positions, promotions and personnel policies which allow for managerial discretion.

