**9.3 Maximum Salary Rate**

No salary advancement shall be made so as to exceed the maximum rate established for the class to which the advanced employee's position is allocated. Advancement shall be in accordance with the compensation plan of the City, provided that step increases within the salary range shall occur on the anniversary date of the appointment.

An employee's pay increase shall not be affected by any leave of absence without pay if the employee is off the payroll for less than one hundred sixty consecutive hours or if the employee is off the payroll for parental or family leave. If the employee is off the payroll, one hundred sixty consecutive hours or more the total amount of time off shall be made up before the employee shall be entitled to such pay.