

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	% Spread
ET01	26,169.00	27,041.00	27,913.00	28,785.00	29,657.00	30,529.00	31,401.00	32,273.00	33,145.00	34,017.00	30%
ET02	29,171.00	30,143.00	31,115.00	32,087.00	33,059.00	34,031.00	35,003.00	35,975.00	36,947.00	37,919.00	30%
ET03	35,901.00	37,098.00	38,295.00	39,492.00	40,689.00	41,886.00	43,083.00	44,280.00	45,477.00	46,674.00	30%
ET04	39,655.00	40,977.00	42,299.00	43,621.00	44,943.00	46,265.00	47,587.00	48,909.00	50,231.00	51,553.00	30%
ET05	43,668.00	45,124.00	46,580.00	48,036.00	49,492.00	50,948.00	52,404.00	53,860.00	55,316.00	56,772.00	30%
ET06	47,977.00	49,576.00	51,175.00	52,774.00	54,373.00	55,972.00	57,571.00	59,170.00	60,769.00	62,368.00	30%
	Minimum				Control					Maximum	
ET07	57,502.00				65,169.00					80,740.00	40%
ET08	68,379.00				77,496.00					101,483.00	48%

TO-Worker Rates

Grade	1st	2nd	3rd	4th	5th	% BPR/EO
IG01	9.93	9.79	9.64	10.03	10.40	16.40%
IG02	9.38	9.76	10.19	10.54	10.93	16.47%
IG03	10.81	10.93	11.37	11.76	12.25	16.57%
IG04	11.55	12.02	12.62	12.99	13.49	16.68%
IG05	12.30	12.64	13.37	13.91	14.41	17.17%
IG06	13.03	13.59	14.12	14.60	15.23	16.73%
IG07	13.78	14.41	14.93	15.33	16.11	16.89%
IG08	14.52	15.14	15.75	16.34	16.94	16.87%
IG09	15.30	15.92	16.53	17.21	17.91	16.43%
IG10	15.98	16.69	17.31	17.98	18.64	16.70%
IG11	16.74	17.41	18.10	18.83	19.50	16.49%
IG12	17.43	18.10	18.87	19.61	20.35	16.65%
IG13	18.14	18.88	19.68	20.44	21.21	16.92%
IG14	19.07	19.68	20.46	21.27	22.01	16.83%
IG15	19.83	20.48	21.29	22.12	22.96	16.95%
IG16	20.37	21.22	22.04	22.95	23.79	16.84%

Move to next step after 6 months
 Move to next step after 6 months
 Move to next step after 18 months
 Move to next step after 2 years

TL-Supervisor Rates

Grade	1st	2nd	3rd	4th	5th	% BPR/EO
IL01	14.61	15.16	15.72	16.34	17.01	17.18%
IL02	15.99	16.76	16.36	17.00	17.69	17.20%
IL03	16.90	16.52	17.21	17.64	18.52	16.45%
IL04	16.60	17.27	17.86	18.67	19.39	16.81%
IL05	17.31	18.01	18.78	19.48	20.20	16.66%
IL06	18.07	18.64	19.59	20.32	21.13	16.93%
IL07	18.83	19.59	20.37	21.17	21.95	16.64%
IL08	18.50	20.32	21.17	21.89	22.76	16.83%
IL09	20.79	21.15	21.95	22.84	23.06	16.60%
IL10	20.99	21.60	22.74	23.65	24.50	16.73%
IL11	21.79	22.68	23.60	24.48	25.39	16.49%
IL12	22.62	23.46	24.42	25.34	26.30	16.79%
IL13	23.87	24.50	25.60	26.46	27.48	16.81%
IL14	24.77	25.83	26.87	27.90	28.89	16.83%
IL15	25.79	27.39	28.45	29.06	30.64	16.68%
IL16	26.00	28.18	30.33	31.50	32.87	16.70%

Move to next step after 6 months
 Move to next step after 6 months
 Move to next step after 18 months
 Move to next step after 2 years

TL-Leader Rates

Grade	1st	2nd	3rd	4th	5th	% BPR/EO
IL01	9.61	10.22	10.60	11.01	11.43	16.40%
IL02	10.29	10.72	11.14	11.58	12.02	16.83%
IL03	11.04	12.02	12.49	12.99	13.46	16.70%
IL04	12.72	13.29	13.81	14.36	14.89	17.09%
IL05	13.65	14.32	14.87	15.30	15.83	16.79%
IL06	14.36	14.92	15.51	16.12	16.76	16.44%
IL07	15.10	15.79	16.38	17.02	17.73	17.00%
IL08	15.98	16.69	17.31	17.98	18.64	16.70%
IL09	16.81	17.51	18.10	18.87	19.59	16.84%
IL10	17.68	18.38	19.08	19.80	20.53	16.75%
IL11	18.44	19.20	19.93	20.70	21.49	16.84%
IL12	19.21	20.02	20.81	21.60	22.38	16.81%
IL13	20.02	20.85	21.71	22.52	23.34	16.86%
IL14	20.80	21.63	22.52	23.41	24.26	16.64%
IL15	21.60	22.52	23.42	24.32	25.20	16.65%
IL16	22.37	23.33	24.27	25.18	26.10	16.67%

Move to next step after 6 months
 Move to next step after 6 months
 Move to next step after 18 months
 Move to next step after 2 years

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Range Spread
CO01	29,171.00	30,143.00	31,115.00	32,087.00	33,059.00	34,031.00	35,003.00	35,975.00	36,947.00	37,919.00	30%
CO02	32,415.00	33,496.00	34,577.00	35,658.00	36,739.00	37,820.00	38,901.00	39,982.00	41,063.00	42,144.00	30%
CO03	35,901.00	37,099.00	38,295.00	39,492.00	40,689.00	41,886.00	43,083.00	44,280.00	45,477.00	46,674.00	30%
CO04	39,855.00	40,977.00	42,099.00	43,221.00	44,343.00	45,465.00	47,587.00	48,709.00	50,231.00	51,533.00	30%

Move to next step after 1 Year	Move to next step after 1 Year	Move to next step after 1 Year	Move to next step after 1 Year	Move to next step after 1 Year	Move to next step after 1 Year	Move to next step after 1 Year	Move to next step after 1 Year	Move to next step after 1 Year	Move to next step after 1 Year	Move to next step after 1 Year
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Note: Steps may vary slightly due to rounding

Council Mombor	
CM	15,000.00
ANNUAL	
Metropolitan Mayor	
MM	136,500.00
ANNUAL	
Vico Mayor	
VM	17,000.00
ANNUAL	

Directors Pay			
	MINIMUM	MAXIMUM	%SPREAD
DP01	47,977.00	101,188.00	110.91%
ANNUAL			
DP02	80,804.00	155,874.00	92.80%
ANNUAL			
DP03	110,527.00	221,719.00	100.60%
ANNUAL			

Public Defondor			
PD	115,000.00		
ANNUAL			
	MINIMUM	MAXIMUM	%SPREAD
PD01	43,668.00	78,161.00	78.99%
ANNUAL			
PD02	68,379.00	126,054.00	84.35%
ANNUAL			

Judicial Servicos			
	MINIMUM	MAXIMUM	%SPREAD
JS01	34,463.00	44,797.00	29.99%
ANNUAL			
JS02	44,408.00	52,018.00	17.14%
ANNUAL			
JS03	46,946.00	54,565.00	16.23%
ANNUAL			

School Patrol				
SP1	1st	2nd	3rd	%SPREAD
Hourly	9.05	9.34	9.64	6.52%
School Patrol Supervisor				
SS1	1st	2nd	3rd	%SPREAD
Hourly	10.40	10.73	11.08	6.54%

Board of Education Mombor	
BE	14,000.00
ANNUAL	

CLASS #	TITLES	MINIMUM RATE		MAXIMUM RATE	
			Open Range		
09020	Part-Time/Seasonal				
09100	Part-Time Worker 1	6.26		11.89	
09101	Part-Time Worker 2	6.52		13.27	
09102	Part-Time Worker 3	6.79		14.33	
09103	Seasonal Worker 1	5.46		10.61	
09104	Seasonal Worker 2	5.84		11.14	
09105	Seasonal Worker 3	6.21		13.27	
09106	Seasonal Worker 4	6.58		13.79	
09107	Seasonal Worker 5	6.95		14.33	
09108	Sports Official (per game)	8.49		42.44	
09109	Chief Umpire (per game)	15.91		36.07	
09110	Sports Scorer (per game)	4.24		13.79	
09111	Instructor	10.61		53.05	
09112	Counselor	10.61		31.83	
09113	Piano Accompanist	15.91		21.22	

EXPLANATION OF PAY TYPES

Trades & Labor Schedule (TLS)

A position is classified under the TLS if its primary duty involves the performance of physical work which requires knowledge or experience of a trade, craft, or of a manual-labor nature.

The TLS table has three separate sub-schedules: TG, which covers positions with worker responsibility, TL, which covers positions with lead responsibility, and TS, which covers positions with supervisory responsibility.

Open Range

Employees in certain positions designated by the Civil Service Commission will be compensated on open range salary grades, which includes minimum and maximum salaries only. Employees may be compensated anywhere within this range, subject to provisions in the Open Range policy.

Employees eligible under the open range policy will be evaluated at the end of each fiscal year, and may receive raises effective July 1, based on these evaluations and other relevant criteria. Pay increases may range between 0% - 15%, including the general salary adjustment. These employees are also eligible for lump-sum bonuses throughout the year if funds are available in their department's budget.

Standard Range Schedule (SR):

A position is subject to the SR, even if it requires physical work, if its primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature not related to trade, craft, or manual-labor work.

Bonus Plans

Bonuses are a way to grant employees a pay increase without permanently increasing base pay. A lump-sum bonus is authorized by the Civil Service Commission, if applicable, and approved by the Department of Finance may be paid to employees up to a maximum of the equivalent of a two step increase from the employee's current pay.

Public Safety Schedule (PS):

The PS schedule covers sworn members of the Metro Police Department and Emergency Medical Service, Fire Suppression, and other designated employees of the Fire Department.

Special Pay Types:

Included in the pay plan are special pay types specifically designed for Correctional Officers (CO), Public Defender's Office (PD), Mayor (MM), Vice Mayor (VM), Council Members (CM), Judicial Assistants (JA), Departmental Directors (DP), School Crossing Guards (SP) and School Crossing Guard Supervisors (SS), Board of Education Member (BE), Emergency Telecommunications (ET)

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	%SPREAD
SR01	15,741.00	16,266.00	16,791.00	17,316.00	17,841.00	18,366.00	18,891.00	19,416.00	19,941.00	20,466.00	30%
SR02	17,325.00	17,903.00	18,481.00	19,059.00	19,637.00	20,215.00	20,793.00	21,371.00	21,949.00	22,527.00	30%
SR03	19,476.00	20,125.00	20,774.00	21,423.00	22,072.00	22,721.00	23,370.00	24,019.00	24,668.00	25,317.00	30%
SR04	21,254.00	21,962.00	22,670.00	23,378.00	24,086.00	24,794.00	25,502.00	26,210.00	26,918.00	27,626.00	30%
SR05	23,859.00	24,654.00	25,449.00	26,244.00	27,039.00	27,834.00	28,629.00	29,424.00	30,219.00	31,014.00	30%
SR06	26,692.00	27,562.00	28,432.00	29,302.00	30,172.00	31,042.00	31,912.00	32,782.00	33,652.00	34,522.00	30%
SR07	29,754.00	30,746.00	31,738.00	32,730.00	33,722.00	34,714.00	35,706.00	36,698.00	37,690.00	38,682.00	30%
SR08	33,063.00	34,165.00	35,267.00	36,369.00	37,471.00	38,573.00	39,675.00	40,777.00	41,879.00	42,981.00	30%
SR09	36,619.00	37,840.00	39,061.00	40,282.00	41,503.00	42,724.00	43,945.00	45,166.00	46,387.00	47,608.00	30%
SR10	40,448.00	41,796.00	43,144.00	44,492.00	45,840.00	47,188.00	48,536.00	49,884.00	51,232.00	52,580.00	30%
SR11	44,541.00	46,026.00	47,511.00	48,996.00	50,481.00	51,966.00	53,451.00	54,936.00	56,421.00	57,906.00	30%
	Move to next stop after 1 Year	Move to next stop after 1 Year	Move to next stop after 1 Year	Move to next stop after 1 Year	Move to next stop after 2 Years	Move to next stop after 2 Years	Move to next stop after 2 Years	Move to next stop after 2 Years	Move to next stop after 2 Years	Move to next stop after 2 Years	
SR12	Minimum 48,937.00				Control Point 55,464.00					Maximum 63,621.00	30%
SR13	58,652.00				66,472.00					82,355.00	40%
SR14	69,747.00				79,046.00					103,614.00	48%
SR15	82,420.00				93,409.00					128,949.00	56%
SR16	96,945.00				109,871.00					159,454.00	64%
	[Open Range]				[Open Range]					[Open Range]	

EXHIBIT
B

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	%SPREAD
ET01	26,692.00	27,582.00	28,472.00	29,362.00	30,252.00	31,142.00	32,032.00	32,922.00	33,812.00	34,702.00	30%
ET02	29,754.00	30,746.00	31,738.00	32,730.00	33,722.00	34,714.00	35,706.00	36,698.00	37,690.00	38,682.00	30%
ET03	36,619.00	37,840.00	39,061.00	40,282.00	41,503.00	42,724.00	43,945.00	45,166.00	46,387.00	47,608.00	30%
ET04	40,448.00	41,796.00	43,144.00	44,492.00	45,840.00	47,188.00	48,536.00	49,884.00	51,232.00	52,580.00	30%
ET05	44,541.00	46,026.00	47,511.00	48,996.00	50,481.00	51,966.00	53,451.00	54,936.00	56,421.00	57,906.00	30%
ET06	48,937.00	50,568.00	52,199.00	53,830.00	55,461.00	57,092.00	58,723.00	60,354.00	61,985.00	63,616.00	30%
	Minimum	Control Point								Maximum	
ET07	58,652.00	66,472.00								82,355.00	40%
ET08	69,747.00	79,046.00								103,513.00	48%
	Open Range	Open Range								Open Range	

Grade	TG-Worker Rates						TL-Leader Rates					
	1B1	200	310	410	510	% SPREAD	1A1	201	301	401	501	% SPREAD
I001	9.11	9.48	9.85	10.23	10.61	10.40%	10.01	10.42	10.81	11.23	11.64	10.61%
I002	9.97	9.94	10.35	10.70	11.10	10.62%	10.50	10.93	11.36	11.81	12.26	10.81%
I003	11.18	11.60	12.03	12.50	12.96	10.60%	11.77	12.26	12.74	13.20	13.73	10.64%
I004	11.78	12.26	12.77	13.25	13.78	10.80%	12.97	13.56	14.09	14.65	15.19	17.00%
I005	12.45	13.10	13.64	14.19	14.70	17.15%	13.82	14.40	14.96	15.61	16.10	16.83%
I006	13.31	13.86	14.40	14.95	15.63	16.70%	14.43	15.22	15.82	16.44	17.09	16.84%
I007	14.06	14.70	15.23	15.84	16.43	16.91%	15.43	16.11	16.71	17.36	18.08	17.03%
I008	14.81	15.44	16.07	16.67	17.23	16.97%	16.30	17.02	17.66	18.34	19.01	16.62%
I009	15.01	16.24	16.86	17.55	18.17	16.41%	17.15	17.66	18.54	19.23	19.98	16.04%
I010	16.30	17.02	17.66	18.34	19.01	16.83%	17.93	18.75	19.46	20.20	20.94	16.78%
I011	17.07	17.76	18.46	19.21	19.89	16.49%	18.81	19.50	20.33	21.10	21.92	16.04%
I012	17.00	18.51	19.23	20.00	20.76	16.62%	19.29	20.42	21.33	22.03	22.83	16.50%
I013	18.00	19.26	20.07	20.85	21.83	16.82%	20.42	21.27	22.14	22.97	23.81	16.88%
I014	19.25	20.87	20.87	21.70	22.48	16.64%	21.22	22.06	22.97	23.88	24.76	16.83%
I015	20.02	20.80	21.72	22.66	23.42	16.96%	22.03	22.97	23.89	24.81	25.70	16.87%
I016	20.78	21.64	22.48	23.41	24.23	16.58%	22.82	23.60	24.76	25.68	26.62	16.87%

Move to next Move to next Move to next
step after 0 step after 1h step after 2 step after 2
months months years years

Grade	TL-Supervisor Rates					
	1A1	201	301	401	501	% SPREAD
I001	14.60	16.45	18.03	19.67	17.35	17.23%
I002	15.39	16.06	18.69	17.34	16.04	17.23%
I003	16.22	16.85	17.55	18.20	16.89	16.48%
I004	16.93	17.82	18.34	19.04	19.78	16.81%
I005	17.66	18.37	19.16	19.80	20.60	16.70%
I006	18.43	19.22	19.88	20.73	21.05	16.93%
I007	19.21	19.98	20.76	21.68	22.39	16.07%
I008	19.89	20.73	21.08	22.38	23.24	16.82%
I009	20.70	21.07	22.39	23.30	24.13	16.81%
I010	21.41	22.32	23.19	24.12	24.89	16.72%
I011	22.23	23.11	24.07	24.87	25.90	16.82%
I012	22.97	23.93	24.81	25.88	26.83	16.79%
I013	24.04	24.99	26.01	26.88	28.03	16.69%
I014	25.27	26.35	27.41	28.48	29.47	16.83%
I015	26.82	27.93	29.02	30.18	31.23	16.55%
I016	28.06	29.76	30.94	32.13	33.32	16.88%

Move to next Move to next Move to next
step after 0 step after 1h step after 2 step after 2
months months years years

<u>GRADE</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>% SPREAD</u>
CO01	29,754.00	30746.00	31738.00	32730.00	33722.00	34714.00	35706.00	36698.00	37690.00	38682.00	30%
CO02	33,063.00	34165.00	35267.00	36369.00	37471.00	38573.00	39675.00	40777.00	41879.00	42981.00	30%
CO03	36,619.00	37840.00	39061.00	40282.00	41503.00	42724.00	43945.00	45166.00	46387.00	47608.00	30%
CO04	40,448.00	41796.00	43144.00	44492.00	45840.00	47188.00	48536.00	49884.00	51232.00	52580.00	30%

Move to next step after 1 Year Move to next step after 1 Year Move to next step after 1 Year Move to next step after 1 Year Move to next step after 1 Year Move to next step after 1 Year Move to next step after 1 Year Move to next step after 1 Year Move to next step after 1 Year Move to next step after 1 Year

Council Member

CM ANNUAL 15,000.00

Metropolitan Mayor

MM ANNUAL 136,500.00

Vice Mayor

VM ANNUAL 17,000.00

Director's Pay

	MINIMUM	MAXIMUM	% SPREAD
DP01 ANNUAL	48,937.00	103,212.00	110.91%

DP02 ANNUAL	82,420.00	158,991.00	92.90%
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DP03 ANNUAL	112,738.00	226,153.00	100.60%
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Public Defender

PD ANNUAL 115,000.00

MINIMUM MAXIMUM % SPREAD

PD01 ANNUAL	44,541.00	79,724.00	78.99%
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PD02 ANNUAL	69,747.00	128,575.00	84.34%
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Judicial Services

	MINIMUM	MAXIMUM	% SPREAD
JS01 ANNUAL	35,152.00	45,693.00	29.99%

JS02 ANNUAL	45,296.00	53,058.00	17.14%
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JS03 ANNUAL	47,885.00	55,656.00	16.23%
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School Patrol

	1st	2nd	3rd	%SPREAD
SP1 Hourly	9.23	9.53	9.83	6.50%

School Patrol Supervisor

	1st	2nd	3rd	%SPREAD
SS1 Hourly	10.61	10.94	11.30	6.50%

Board of Education Member

BE ANNUAL 14,000.00

CLASS #	TITLES	MINIMUM RATE		MAXIMUM RATE
		Open	Range	
09020	Part-Time/Seasonal			
09100	Part-Time Worker 1	6.26		11.89
09101	Part-Time Worker 2	6.52		13.27
09102	Part-Time Worker 3	6.79		14.33
09103	Seasonal Worker 1	5.46		10.61
09104	Seasonal Worker 2	5.84		11.14
09105	Seasonal Worker 3	6.21		13.27
09106	Seasonal Worker 4	6.58		13.79
09107	Seasonal Worker 5	6.95		14.33
09108	Sports Official (per game)	8.49		42.44
09109	Chief Umpire (per game)	15.91		36.07
09110	Sports Scorer (per game)	4.24		13.79
09111	Instructor	10.61		53.05
09112	Counselor	10.61		31.83
09113	Piano Accompanist	15.91		21.22

FY07 PART TIME-SEASONAL TABLE - EFFECTIVE 7/1/2006

EXPLANATION OF PAY TYPES

Trades & Labor Schedule (TLS)

A position is classified under the TLS if its primary duty involves the performance of physical work which requires knowledge or experience of a trade, craft, or of a manual-labor nature.

The TLS table has three separate sub-schedules: TG, which covers positions with worker responsibility, TL, which covers positions with lead responsibility, and TS, which covers positions with supervisory responsibility.

Open Range

Employees in certain positions designated by the Civil Service Commission will be compensated on open range salary grades, which includes minimum and maximum salaries only. Employees may be compensated anywhere within this range, subject to provisions in the Open Range policy.

Employees eligible under the open range policy will be evaluated at the end of each fiscal year, and may receive raises effective July 1, based on these evaluations and other relevant criteria. Pay increases may range between 0% - 15%, including the general salary adjustment. These employees are also eligible for lump-sum bonuses throughout the year if funds are available in their department's budget.

Standard Range Schedule (SR):

A position is subject to the SR, even if it requires physical work, if its primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature not related to trade, craft, or manual-labor work.

Bonus Plans

Bonuses are a way to grant employees a pay increase without permanently increasing base pay. A lump-sum bonus is authorized by the Civil Service Commission, if applicable, and approved by the Department of Finance may be paid to employees up to a maximum of the equivalent of a two step increase from the employee's current pay.

Public Safety Schedule (PS):

The PS schedule covers sworn members of the Metro Police Department and Emergency Medical Service, Fire Suppression, and other designated employees of the Fire Department.

Special Pay Types:

Included in the pay plan are special pay types specifically designed for Correctional Officers (CO), Public Defender's Office (PD), Mayor (MM), Vice Mayor (VM), Council Members (CM), Judicial Assistants (JA), Departmental Directors (DD), School Crossing Guards (SCG) and School Crossing Guard Supervisors (SS), Board of Education Member (BE), Emergency Telecommunications (ET)

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	%SPREAD	
SR01	16,056.00	16,591.00	17,126.00	17,661.00	18,196.00	18,731.00	19,266.00	19,801.00	20,336.00	20,871.00	30%	
SR02	17,672.00	18,261.00	18,850.00	19,439.00	20,028.00	20,617.00	21,206.00	21,795.00	22,384.00	22,973.00	30%	
SR03	19,866.00	20,528.00	21,190.00	21,852.00	22,514.00	23,176.00	23,838.00	24,500.00	25,162.00	25,824.00	30%	
SR04	21,679.00	22,402.00	23,125.00	23,848.00	24,571.00	25,294.00	26,017.00	26,740.00	27,463.00	28,186.00	30%	
SR05	24,336.00	25,147.00	25,958.00	26,769.00	27,580.00	28,391.00	29,202.00	30,013.00	30,824.00	31,635.00	30%	
SR06	27,226.00	28,134.00	29,042.00	29,950.00	30,858.00	31,766.00	32,674.00	33,582.00	34,490.00	35,398.00	30%	
SR07	30,349.00	31,361.00	32,373.00	33,385.00	34,397.00	35,409.00	36,421.00	37,433.00	38,445.00	39,457.00	30%	
SR08	33,724.00	34,848.00	35,972.00	37,096.00	38,220.00	39,344.00	40,468.00	41,592.00	42,716.00	43,840.00	30%	
SR09	37,351.00	38,596.00	39,841.00	41,086.00	42,331.00	43,576.00	44,821.00	46,066.00	47,311.00	48,556.00	30%	
SR10	41,257.00	42,632.00	44,007.00	45,382.00	46,757.00	48,132.00	49,507.00	50,882.00	52,257.00	53,632.00	30%	
SR11	45,432.00	46,946.00	48,460.00	49,974.00	51,488.00	53,002.00	54,516.00	56,030.00	57,544.00	59,058.00	30%	
	Move to next stop after 1 Year	Move to next stop after 1 Year	Move to next stop after 1 Year	Move to next stop after 1 Year	Move to next stop after 2 Years	Move to next stop after 2 Years	Move to next stop after 2 Years	Move to next stop after 2 Years	Move to next stop after 2 Years	Move to next stop after 2 Years		
	Minimum	Control Point									Maximum	
SR12	49,916.00	56,573.00									64,893.00	30%
SR13	59,825.00	67,801.00									84,002.00	40%
SR14	71,142.00	80,627.00									105,584.00	48%
SR15	84,068.00	95,277.00									131,528.00	56%
SR16	98,884.00	112,068.00									162,643.00	64%
	Open Range	Open Range									Open Range	

FY08 STANDARD RANGE TABLE - EFFECTIVE 7/1/2007

Note: Steps may vary slightly due to rounding

EXHIBIT

C

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	% SPREAD	
ET01	27,226.00	28,134.00	29,042.00	29,950.00	30,858.00	31,766.00	32,074.00	33,582.00	34,490.00	35,398.00	30%	
ET02	30,349.00	31,361.00	32,373.00	33,385.00	34,397.00	35,409.00	36,421.00	37,433.00	38,445.00	39,457.00	30%	
ET03	37,351.00	38,598.00	39,841.00	41,086.00	42,331.00	43,576.00	44,821.00	46,066.00	47,311.00	48,556.00	30%	
ET04	41,297.00	42,632.00	44,007.00	45,382.00	46,757.00	48,132.00	49,507.00	50,882.00	52,257.00	53,632.00	30%	
ET05	45,432.00	46,948.00	48,460.00	49,974.00	51,488.00	53,002.00	54,516.00	56,030.00	57,544.00	59,058.00	30%	
ET06	49,916.00	51,580.00	53,244.00	54,908.00	56,572.00	58,236.00	59,900.00	61,564.00	63,228.00	64,892.00	30%	
ET07	Minimum											
ET08	59,825.00	71,142.00										40%
			Control Point									48%
			67,801.00									
			80,627.00									
			OPEN RANGE									
			Maximum									
			94,002.00									
			105,583.00									
			OPEN RANGE									

TG-Worker Rates						
Grade	1st	2nd	3rd	4th	5th	%SPREAD
IG01	9.20	9.97	10.05	10.43	10.82	16.47%
IG02	9.70	10.10	10.60	10.97	11.37	16.81%
IG03	10.03	11.37	11.83	12.27	12.70	16.80%
IG04	12.02	12.81	13.03	13.52	14.04	16.81%
IG05	12.80	13.30	13.91	14.47	14.90	17.13%
IG06	13.06	14.14	14.69	15.25	15.64	16.85%
IG07	14.34	14.99	15.60	16.10	16.70	16.86%
IG08	16.11	16.70	16.39	17.00	17.83	16.85%
IG09	16.92	16.56	17.20	17.00	18.53	16.40%
IG10	18.03	17.36	18.01	18.71	19.30	16.83%
IG11	17.41	18.12	18.83	19.59	20.20	16.82%
IG12	18.10	18.88	19.04	20.40	21.18	16.83%
IG13	19.87	19.85	20.47	21.27	22.00	16.82%
IG14	19.84	20.47	21.20	22.13	22.90	16.82%
IG15	20.42	21.31	22.10	23.01	23.80	16.85%
IG16	21.20	22.07	22.93	23.88	24.71	16.85%

Move to next step after 6 months

Move to next step after 18 months

Move to next step after 2 years

TL-Worker Rates						
Grade	1st	2nd	3rd	4th	5th	%SPREAD
TL01	15.10	16.70	18.30	17.00	17.70	17.23%
TL02	16.70	18.40	17.02	17.69	18.40	17.22%
TL03	18.54	17.10	17.90	18.66	19.27	16.46%
TL04	17.27	17.97	18.71	19.42	20.18	16.83%
TL05	18.01	18.74	19.54	20.25	21.01	16.85%
TL06	18.80	19.60	20.38	21.14	21.88	16.83%
TL07	19.60	20.38	21.20	22.02	22.84	16.85%
TL08	20.20	21.14	22.02	22.84	23.70	16.84%
TL09	21.11	22.00	22.84	23.77	24.61	16.87%
TL10	21.84	22.77	23.68	24.60	25.40	16.72%
TL11	22.07	23.57	24.65	25.47	26.42	16.81%
TL12	23.43	24.41	25.41	26.37	27.37	16.80%
TL13	24.82	25.40	26.53	27.62	28.60	16.80%
TL14	25.70	26.88	27.66	29.03	30.00	16.82%
TL15	27.36	28.40	29.00	30.70	31.80	16.82%
TL16	29.13	30.30	31.60	32.77	33.00	16.87%

Move to next step after 6 months

Move to next step after 18 months

Move to next step after 2 years

TL-Leader Rates						
Grade	1st	2nd	3rd	4th	5th	%SPREAD
TL01	10.21	10.83	11.03	11.46	11.80	16.46%
TL02	10.71	11.16	11.59	12.05	12.51	16.70%
TL03	12.01	12.61	12.99	13.62	14.00	16.85%
TL04	13.23	13.83	14.37	14.84	15.49	17.12%
TL05	14.10	14.80	15.26	15.82	16.47	16.80%
TL06	14.04	15.02	15.14	15.77	16.43	16.80%
TL07	15.76	16.43	17.04	17.71	18.44	17.02%
TL08	16.83	17.36	18.01	18.71	19.39	16.83%
TL09	17.49	18.01	18.81	19.64	20.38	16.80%
TL10	18.20	19.13	19.85	20.80	21.36	16.79%
TL11	19.10	19.97	20.74	21.80	22.38	16.83%
TL12	19.88	20.83	21.65	22.47	23.20	16.84%
TL13	20.83	21.70	22.88	23.43	24.20	16.80%
TL14	21.84	22.80	23.43	24.36	25.20	16.84%
TL15	22.47	23.43	24.37	25.31	26.21	16.80%
TL16	23.20	24.20	25.20	26.10	27.10	16.85%

Move to next step after 6 months

Move to next step after 18 months

Move to next step after 2 years

<u>Council Member</u>	
CM ANNUAL	15,000.00
<u>Metropolitan Mayor</u>	
MM ANNUAL	136,500.00
<u>Vice Mayor</u>	
VM ANNUAL	17,000.00

<u>Directors Pay</u>			
	Minimum	Maximum	%SPREAD
DP01 ANNUAL	49,916.00	105,276.00	110.01%
DP02 ANNUAL	84,068.00	182,171.00	92.90%
DP03 ANNUAL	114,993.00	230,676.00	100.60%

<u>Public Defender</u>			
PD	115,000.00		
	Minimum	Maximum	%SPREAD
PD01 ANNUAL	45,432.00	81,318.00	78.99%
PD02 ANNUAL	71,142.00	131,147.00	84.35%

<u>Judicial Services</u>			
	MINIMUM	MAXIMUM	% SPREAD
JS01 ANNUAL	35,855.00	46,607.00	30%
JS02 ANNUAL	46,202.00	54,119.00	17%
JS03 ANNUAL	49,820.00	50,769.00	14%

<u>School Patrol</u>				
SP1	Hourly	1st	2nd	3rd % SPREAD
		0.41	0.72	10.03 8.8%
<u>School Patrol Supervisor</u>				
SS1	Hourly	1st	2nd	3rd % SPREAD
		10.82	11.16	11.53 8.8%

<u>Board of Education Member</u>	
BE ANNUAL	14,000.00

CLASS #	TITLES	MINIMUM RATE		MAXIMUM RATE
			Open Range	
09020	Part-Time/Seasonal			
09100	Part-Time Worker 1	6.26		11.89
09101	Part-Time Worker 2	6.52		13.27
09102	Part-Time Worker 3	6.79		14.33
09103	Seasonal Worker 1	5.46		10.61
09104	Seasonal Worker 2	5.84		11.14
09105	Seasonal Worker 3	6.21		13.27
09106	Seasonal Worker 4	6.58		13.79
09107	Seasonal Worker 5	6.95		14.33
09108	Sports Official (per game)	8.49		42.44
09109	Chief Umpire (per game)	15.91		36.07
09110	Sports Scorer (per game)	4.24		13.79
09111	Instructor	10.61		53.05
09112	Counselor	10.61		31.83
09113	Piano Accompanist	15.91		21.22

EXPLANATION OF PAY TYPES

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