

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	% Spread
PS01	20,499.00	30482.00	31,485.00	32,448.00	33,431.00	34,414.00	35,397.00	36,380.00	37,363.00	38,346.00	30%
PS02	32,870.00	33975.00	35,071.00	36,167.00	37,263.00	38,359.00	39,455.00	40,551.00	41,647.00	42,743.00	30%
PS03	36,536.00	37754.00	38,972.00	40,190.00	41,408.00	42,626.00	43,844.00	45,062.00	46,280.00	47,498.00	30%
PS04	40,467.00	41816.00	43,165.00	44,514.00	45,863.00	47,212.00	48,561.00	49,910.00	51,259.00	52,608.00	30%
PS05	44,696.00	46188.00	47,676.00	49,166.00	50,656.00	52,146.00	53,636.00	55,126.00	56,616.00	58,106.00	30%
PS06	48,223.00	50864.00	52,505.00	54,146.00	55,787.00	57,428.00	59,069.00	60,710.00	62,351.00	63,992.00	30%
PS07	54,080.00	55883.00	57,086.00	59,489.00	61,292.00	63,095.00	64,898.00	66,701.00	68,504.00	70,307.00	30%
PS08	64,820.00	66881.00	69,142.00	71,303.00	73,464.00	75,625.00	77,786.00	79,947.00	82,108.00	84,269.00	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	
	Minimum				Control					Maximum	
PS09	77,075.00				87,247.00					120,235.00	56%
PS10	91,082.00				103,104.00					149,350.00	64%
PS11	107,135.00				121,275.00					182,103.00	70%

EXHIBIT

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GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	% Spread
SR01	15,432.00	15,946.00	16,460.00	16,974.00	17,488.00	18,002.00	18,516.00	19,030.00	19,544.00	20,058.00	30%
SR02	16,985.00	17,551.00	18,117.00	18,683.00	19,249.00	19,815.00	20,381.00	20,947.00	21,513.00	22,079.00	30%
SR03	19,094.00	19,730.00	20,366.00	21,002.00	21,638.00	22,274.00	22,910.00	23,546.00	24,182.00	24,818.00	30%
SR04	20,837.00	21,532.00	22,227.00	22,922.00	23,617.00	24,312.00	25,007.00	25,702.00	26,397.00	27,092.00	30%
SR05	23,391.00	24,171.00	24,951.00	25,731.00	26,511.00	27,291.00	28,071.00	28,851.00	29,631.00	30,411.00	30%
SR06	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%
SR07	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%
SR08	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%
SR09	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%
SR10	39,855.00	40,977.00	42,099.00	43,221.00	44,343.00	46,265.00	47,587.00	48,909.00	50,231.00	51,553.00	30%
SR11	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%

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	Minimum	Control Point	Maximum
SR12	47,977.00	54,376.00	62,374.00
SR13	57,502.00	65,169.00	80,740.00
SR14	68,379.00	77,496.00	101,484.00
SR15	80,804.00	91,577.00	126,421.00
SR16	95,044.00	107,717.00	156,327.00

Open Range

 Open Range

TL-Worker Rates						
Grade	1st	2nd	3rd	4th	5th	% SPREAD
TL01	9.81	10.22	10.60	11.01	11.43	16.60%
TL02	10.79	10.72	11.14	11.58	12.02	16.82%
TL03	11.04	12.02	12.49	12.99	13.46	16.76%
TL04	12.72	13.29	13.81	14.38	14.89	17.09%
TL05	13.55	14.12	14.67	15.30	15.83	16.76%
TL06	14.36	14.92	15.51	16.12	16.75	16.64%
TL07	15.10	15.76	16.38	17.02	17.73	17.00%
TL08	15.98	16.69	17.31	17.98	18.64	16.70%
TL09	16.81	17.51	18.18	18.87	19.59	16.84%
TL10	17.58	18.30	19.08	19.80	20.53	16.73%
TL11	18.44	19.20	19.93	20.76	21.49	16.84%
TL12	19.21	20.02	20.81	21.60	22.38	16.91%
TL13	20.02	20.85	21.71	22.62	23.34	16.84%
TL14	20.80	21.63	22.52	23.41	24.26	16.84%
TL15	21.60	22.52	23.42	24.32	25.20	16.89%
TL16	22.37	23.33	24.27	25.18	26.10	16.87%

Move to next step after 6 months
 Move to next step after 10 months
 Move to next step after 2 years

TL-Supervisor Rates						
Grade	1st	2nd	3rd	4th	5th	% SPREAD
TL01	9.93	9.79	9.66	10.03	10.40	16.48%
TL02	9.28	10.10	10.54	10.93	11.32	16.47%
TL03	10.51	11.37	11.79	12.23	12.60	16.07%
TL04	11.65	12.52	12.90	13.40	13.80	16.88%
TL05	12.30	13.17	13.57	14.41	14.81	17.17%
TL06	13.03	13.90	14.32	14.90	15.23	16.73%
TL07	13.74	14.41	14.93	15.03	16.11	16.89%
TL08	14.82	15.14	15.70	16.34	16.94	16.67%
TL09	16.30	16.92	17.21	17.81	18.43	16.43%
TL10	16.96	17.31	17.80	18.64	19.20	16.70%
TL11	16.74	17.41	18.10	18.83	19.50	16.49%
TL12	17.45	18.15	18.87	19.61	20.39	16.65%
TL13	18.14	18.80	19.68	20.44	21.21	16.82%
TL14	18.87	19.60	20.46	21.27	22.01	16.65%
TL15	19.63	20.40	21.29	22.12	22.96	16.95%
TL16	20.37	21.27	22.04	22.95	23.75	16.80%

Move to next step after 6 months
 Move to next step after 10 months
 Move to next step after 2 years

TL-Worker Rates						
Grade	1st	2nd	3rd	4th	5th	% SPREAD
TL01	14.51	15.10	15.72	16.34	17.01	17.60%
TL02	15.06	15.70	16.36	17.00	17.69	17.30%
TL03	15.90	16.52	17.21	17.84	18.52	16.45%
TL04	16.40	17.27	17.98	18.67	19.39	16.81%
TL05	17.31	18.01	18.78	19.46	20.20	16.66%
TL06	18.07	18.84	19.59	20.32	21.13	16.93%
TL07	18.83	19.59	20.37	21.17	21.95	16.88%
TL08	19.50	20.32	21.17	21.95	22.78	16.85%
TL09	20.26	21.10	21.95	22.84	23.66	16.60%
TL10	20.98	21.80	22.74	23.63	24.50	16.73%
TL11	21.76	22.60	23.50	24.48	25.39	16.48%
TL12	22.62	23.46	24.42	25.34	26.30	16.79%
TL13	23.07	24.00	25.00	26.40	27.48	16.61%
TL14	24.77	25.83	26.87	27.60	28.89	16.83%
TL15	26.26	27.30	28.45	29.64	30.84	16.88%
TL16	28.00	29.10	30.33	31.50	32.67	16.70%

Move to next step after 6 months
 Move to next step after 10 months
 Move to next step after 2 years

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	8th	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				77,486.00					101,483.00	48%

Council Member	
CM ANNUAL	15,000.00
Motropolitan Mayor	
MM ANNUAL	136,500.00
Vico Mayor	
VM ANNUAL	17,000.00

Directors Pay			
	MINIMUM	MAXIMUM	%SPREAD
DP01 ANNUAL	47,977.00	101,188.00	110.91%
DP02 ANNUAL	80,804.00	155,874.00	92.80%
DP03 ANNUAL	110,527.00	221,719.00	100.80%

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

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

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

Board of Education Mombor	
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

FY06 PART TIME-SEASONAL TABLE - EFFECTIVE 7/1/2005

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 those 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	
PS01	30,089.00	31092.00	32,095.00	33,098.00	34,101.00	35,104.00	36,107.00	37,110.00	38,113.00	39,116.00	30%
PS02	33,537.00	34655.00	35,773.00	36,891.00	38,009.00	39,127.00	40,245.00	41,363.00	42,481.00	43,599.00	30%
PS03	37,267.00	38508.00	39,751.00	40,993.00	42,235.00	43,477.00	44,719.00	45,961.00	47,203.00	48,445.00	30%
PS04	41,276.00	42652.00	44,028.00	45,404.00	46,780.00	48,156.00	49,532.00	50,908.00	52,284.00	53,660.00	30%
PS05	45,592.00	47112.00	48,632.00	50,152.00	51,672.00	53,192.00	54,712.00	56,232.00	57,752.00	59,272.00	30%
PS06	50,207.00	51881.00	53,555.00	55,229.00	56,903.00	58,577.00	60,251.00	61,925.00	63,599.00	65,273.00	30%
PS07	55,162.00	57001.00	58,640.00	60,676.00	62,518.00	64,357.00	66,196.00	68,035.00	69,874.00	71,713.00	30%
PS08	66,116.00	68320.00	70,524.00	72,728.00	74,932.00	77,136.00	79,340.00	81,544.00	83,748.00	85,952.00	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

Minimum	Control	Maximum
78,617.00	88,992.00	122,640.00
92,904.00	105,166.00	152,337.00
109,278.00	123,701.00	185,745.00
Open Range	Open Range	Open Range

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GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	8th	9th	10th	%SPREAD
SR01	15,741.00	16,268.00	16,791.00	17,316.00	17,841.00	18,366.00	18,891.00	19,416.00	19,941.00	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	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	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	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	30,219.00	31,014.00	30%
SR06	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	33,812.00	34,702.00	30%
SR07	29,754.00	30,748.00	31,738.00	32,730.00	33,722.00	34,714.00	35,706.00	36,698.00	37,690.00	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	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	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	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	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	Move to next stop after 2 Years	
SR12	Minimum 48,937.00				Control Point 55,484.00						Maximum 63,621.00	30%
SR13	56,652.00				66,472.00						62,355.00	40%
SR14	69,747.00				79,046.00						103,514.00	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	

TG Worker Rates

Grade	1st	2nd	3rd	4th	5th	% SPREAD	Grade	1st	2nd	3rd	4th	5th	% SPREAD
IG01	9.11	9.48	9.85	10.23	10.61	10.46%	IL01	10.01	10.42	10.81	11.23	11.60	10.61%
IG02	9.97	9.94	10.35	10.70	11.10	10.63%	IL02	10.50	10.93	11.36	11.81	12.26	10.81%
IG03	10.72	11.10	11.60	12.03	12.50	10.50%	IL03	11.77	12.26	12.74	13.26	13.73	10.64%
IG04	11.70	12.26	12.77	13.25	13.76	10.80%	IL04	12.97	13.56	14.09	14.65	15.19	10.06%
IG05	12.65	13.10	13.64	14.19	14.70	10.15%	IL05	13.82	14.40	14.96	15.61	16.15	10.83%
IG06	13.31	13.94	14.40	14.95	15.63	10.70%	IL06	14.65	15.22	15.82	16.44	17.09	10.64%
IG07	14.06	14.70	15.25	15.84	16.43	10.81%	IL07	15.45	16.11	16.71	17.38	18.08	10.08%
IG08	14.81	15.44	16.07	16.67	17.29	10.87%	IL08	16.30	17.02	17.66	18.34	19.01	10.65%
IG09	15.61	16.24	16.86	17.55	18.17	10.41%	IL09	17.15	17.86	18.54	19.25	19.98	10.04%
IG10	16.30	17.02	17.66	18.34	19.01	10.65%	IL10	17.93	18.70	19.46	20.29	20.94	10.78%
IG11	17.07	17.74	18.46	19.21	19.89	10.49%	IL11	18.81	19.60	20.33	21.18	21.92	10.04%
IG12	17.80	18.51	19.25	20.00	20.76	10.62%	IL12	19.59	20.42	21.23	22.03	22.83	10.50%
IG13	18.60	19.26	20.07	20.85	21.63	10.82%	IL13	20.42	21.27	22.16	22.97	23.81	10.06%
IG14	19.35	20.07	20.87	21.70	22.45	10.64%	IL14	21.22	22.06	22.97	23.88	24.75	10.03%
IG15	20.02	20.80	21.72	22.68	23.43	10.90%	IL15	22.03	22.97	23.88	24.81	25.70	10.07%
IG16	20.70	21.64	22.48	23.41	24.23	10.59%	IL16	22.82	23.80	24.76	25.80	26.82	10.87%

Move to next Move to next Move to next
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months months months months months

TG Supervisor Rates

Grade	1st	2nd	3rd	4th	5th	% SPREAD	Grade	1st	2nd	3rd	4th	5th	% SPREAD
IS01	14.80	15.45	16.03	16.67	17.35	17.23%	IS07	21.07	22.38	23.20	24.13	25.00	10.61%
IS02	15.39	16.06	16.89	17.34	18.04	17.23%	IS08	21.41	22.32	23.19	24.12	24.89	10.72%
IS03	16.22	16.85	17.65	18.20	18.89	16.48%	IS09	22.23	23.11	24.07	24.87	25.85	10.79%
IS04	16.93	17.62	18.34	19.04	19.78	16.81%	IS10	24.04	24.99	26.01	26.89	28.03	10.59%
IS05	17.66	18.37	19.16	19.80	20.60	16.70%	IS11	25.27	26.35	27.41	28.48	29.47	10.03%
IS06	18.43	19.22	19.86	20.73	21.65	10.93%	IS12	26.82	27.93	29.02	30.19	31.25	10.05%
IS07	19.21	19.98	20.78	21.69	22.39	10.97%	IS13	28.80	29.70	30.84	32.13	33.32	10.68%
IS08	19.89	20.73	21.60	22.39	23.24	10.67%							
IS09	20.70	21.07	22.38	23.20	24.13	10.61%							
IS10	21.41	22.32	23.19	24.12	24.89	10.72%							
IS11	22.23	23.11	24.07	24.87	25.85	10.79%							
IS12	23.07	23.93	24.91	25.85	26.83	10.79%							
IS13	24.04	24.99	26.01	26.89	28.03	10.59%							
IS14	25.27	26.35	27.41	28.48	29.47	10.03%							
IS15	26.82	27.93	29.02	30.19	31.25	10.05%							
IS16	28.80	29.70	30.84	32.13	33.32	10.68%							

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

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

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										82,355.00	40%
ET08	69,747.00										103,513.00	48%
	Open Rango	Open Rango									Open Rango	

Council Member	
CM	15,000.00
ANNUAL	
Metropolitan Mayor	
MM	136,500.00
ANNUAL	
Vice Mayor	
VM	17,000.00
ANNUAL	

Directors Pay			
	MINIMUM	MAXIMUM	% SPREAD
DP01	48,937.00	103,212.00	110.91%
ANNUAL			
DP02	82,420.00	158,991.00	92.90%
ANNUAL			
DP03	112,738.00	226,153.00	100.60%
ANNUAL			

Public Defender			
	MINIMUM	MAXIMUM	% SPREAD
PD	115,000.00		
ANNUAL			
PD01	44,541.00	79,724.00	78.99%
ANNUAL			
PD02	69,747.00	128,575.00	84.34%
ANNUAL			

Judicial Services			
	MINIMUM	MAXIMUM	% SPREAD
JS01	35,152.00	45,693.00	29.99%
ANNUAL			
JS02	45,296.00	53,058.00	17.14%
ANNUAL			
JS03	47,885.00	55,656.00	16.23%
ANNUAL			

School Patrol				
	1st	2nd	3rd	%SPREAD
SP1	9.23	9.53	9.83	6.50%
Hourly				
School Patrol Supervisor				
	1st	2nd	3rd	%SPREAD
SS1	10.61	10.94	11.30	6.50%
Hourly				

Board of Education Member	
BE	14,000.00
ANNUAL	

CLASS #	TITLES	MINIMUM RATE		MAXIMUM RATE
		Open Range	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

<p>Trades & Labor Schedule (TLS)</p>	<p>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.</p> <p>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.</p>	<p>Open Range</p>	<p>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.</p> <p>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.</p>
<p>Standard Range Schedule (SR):</p>	<p>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.</p>	<p>Bonus Plans</p>	<p>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.</p>
<p>Public Safety Schedule (PS):</p>	<p>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.</p>		
<p>Special Pay Types:</p>	<p>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 (SGS), Board of Education Member (BE), Emergency Telecommunications (ET)</p>		

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th %SPREAD
PS01	30,691.00	31714.00	32,737.00	33,760.00	34,783.00	35,806.00	36,829.00	37,852.00	38,875.00	39,898.00 30%
PS02	34,208.00	35348.00	36,488.00	37,628.00	38,768.00	39,908.00	41,048.00	42,188.00	43,328.00	44,468.00 30%
PS03	38,012.00	39279.00	40,548.00	41,813.00	43,080.00	44,347.00	45,614.00	46,881.00	48,148.00	49,415.00 30%
PS04	42,102.00	43505.00	44,908.00	46,311.00	47,714.00	49,117.00	50,520.00	51,923.00	53,326.00	54,729.00 30%
PS05	46,504.00	48054.00	49,604.00	51,154.00	52,704.00	54,254.00	55,804.00	57,354.00	58,904.00	60,454.00 30%
PS06	51,211.00	52918.00	54,625.00	56,332.00	58,039.00	59,746.00	61,453.00	63,160.00	64,867.00	66,574.00 30%
PS07	56,265.00	58141.00	60,017.00	61,893.00	63,769.00	65,645.00	67,521.00	69,397.00	71,273.00	73,149.00 30%
PS08	67,438.00	69686.00	71,934.00	74,182.00	76,430.00	78,678.00	80,926.00	83,174.00	85,422.00	87,670.00 30%
	Minimum				Control Point					Maximum
PS09	60,189.00				90,772.00					125,093.00 56%
PS10	94,762.00				107,269.00					155,384.00 64%
PS11	111,464.00				126,175.00					189,460.00 70%
	OPEN RANGE				OPEN RANGE					OPEN RANGE

FY08 PUBLIC SAFETY TABLE - EFFECTIVE 7/1/2007

EXHIBIT

C

Note: Steps may vary slightly due to rounding

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	20,526.00	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	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%
	Minimum				Control Point					Open Range	

TG-Worker Rates

Grade	1st	2nd	3rd	4th	5th	%SPREAD
IG01	9.20	9.07	10.03	10.43	10.82	10.47%
IG02	9.76	10.16	10.56	10.97	11.37	10.51%
IG03	10.93	11.37	11.83	12.27	12.76	10.60%
IG04	12.02	12.61	13.03	13.52	14.04	10.81%
IG05	12.80	13.36	13.91	14.47	14.99	17.13%
IG06	13.58	14.14	14.69	15.25	15.84	10.88%
IG07	14.34	14.99	15.50	16.10	16.70	10.86%
IG08	16.11	16.76	18.30	17.00	17.63	10.88%
IG09	16.92	16.66	17.20	17.90	18.53	16.40%
IG10	16.03	17.30	18.01	18.71	19.30	10.63%
IG11	17.41	18.12	18.83	19.50	20.20	10.62%
IG12	18.10	18.88	19.64	20.40	21.18	10.65%
IG13	18.87	19.65	20.47	21.27	22.00	10.92%
IG14	19.64	20.47	21.20	22.13	22.90	10.62%
IG15	20.42	21.31	22.16	23.01	23.80	10.88%
IG16	21.20	22.07	22.93	23.88	24.71	10.60%

Move to next step after 0 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	10.63	11.03	11.46	11.89	10.48%
TL02	10.71	11.16	11.60	12.06	12.51	10.76%
TL03	12.01	12.51	12.99	13.52	14.00	10.06%
TL04	13.23	13.83	14.37	14.94	15.49	17.12%
TL05	14.10	14.69	15.26	15.82	16.47	10.80%
TL06	14.94	15.52	16.14	16.77	17.43	10.66%
TL07	16.70	16.43	17.04	17.71	18.44	17.02%
TL08	18.63	17.30	18.01	18.71	19.39	16.63%
TL09	17.40	18.01	18.61	19.04	20.38	16.60%
TL10	18.20	18.13	18.83	20.00	21.38	16.70%
TL11	19.10	19.07	20.74	21.00	22.30	10.63%
TL12	19.00	20.83	21.05	22.47	23.20	10.64%
TL13	20.83	21.70	22.80	23.43	24.20	10.60%
TL14	21.04	22.60	23.43	24.30	25.25	10.64%
TL15	22.47	23.43	24.37	25.31	26.21	16.66%
TL16	23.28	24.28	25.20	26.10	27.15	10.66%

Move to next step after 0 months
 Move to next step after 18 months
 Move to next step after 2 years

TL-Supervisor Rates

Grade	1st	2nd	3rd	4th	5th	%SPREAD
TS01	16.10	16.70	18.30	17.00	17.70	17.23%
TS02	16.70	18.40	17.02	17.60	18.40	17.22%
TS03	18.64	17.19	17.90	18.60	19.27	10.46%
TS04	17.27	18.71	18.71	19.42	20.10	10.63%
TS05	18.01	18.74	19.64	20.20	21.01	10.66%
TS06	18.80	19.60	20.30	21.14	21.88	10.63%
TS07	19.50	20.38	21.20	22.02	22.84	16.65%
TS08	20.20	21.14	22.02	22.84	23.70	10.84%
TS09	21.11	22.00	22.84	23.77	24.81	10.57%
TS10	21.84	22.77	23.66	24.60	25.49	10.72%
TS11	22.07	23.87	24.00	25.47	26.42	16.51%
TS12	23.43	24.41	25.41	26.37	27.37	16.80%
TS13	24.02	25.40	26.63	27.82	28.89	10.60%
TS14	26.70	28.88	27.06	29.03	30.06	16.62%
TS15	27.30	28.40	29.60	30.70	31.88	16.62%
TS16	28.13	30.30	31.60	32.77	33.90	16.67%

Move to next step after 0 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	% SPREAD
ET01	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%
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	38,596.00	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%
ET04	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%
ET05	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%
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%

Minimum
59,825.00
71,142.00
OPEN RANGE

Control Point
67,801.00
80,627.00
OPEN RANGE

Maximum
84,002.00
105,583.00
OPEN RANGE

<u>Council Member</u>	
CM	15,000.00
ANNUAL	
<u>Metropolitan Mayor</u>	
MM	130,500.00
ANNUAL	
<u>Vice Mayor</u>	
VM	17,000.00
ANNUAL	

<u>Directors Pay</u>			
	Minimum	Maximum	%SPREAD
DP01	49,916.00	105,276.00	110.01%
ANNUAL			
DP02	84,068.00	182,171.00	92.00%
ANNUAL			
DP03	114,993.00	230,076.00	100.80%
ANNUAL			

<u>Public Defender</u>			
PD	115,000.00		
	Minimum	Maximum	%SPREAD
PD01	45,432.00	81,318.00	78.00%
ANNUAL			
PD02	71,142.00	131,147.00	84.35%
ANNUAL			

<u>Judicial Services</u>			
JS01	MINIMUM	MAXIMUM	%SPREAD
ANNUAL	35,855.00	46,607.00	30%
JS02	46,202.00	54,110.00	17%
ANNUAL			
JS03	49,820.00	56,769.00	14%
ANNUAL			

<u>School Patrol</u>			
SP1	1st	2nd	3rd %SPREAD
Hourly	9.41	9.72	10.03
			0.0%

<u>School Patrol Supervisor</u>			
SS1	1st	2nd	3rd %SPREAD
Hourly	10.82	11.16	11.53
			0.0%

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

CLASS #	TITLES	MINIMUM RATE		MAXIMUM RATE
		Open Range	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

<p> Trades & Labor Schedule (TLS)</p>	<p>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.</p> <p>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.</p>	<p> Open Range</p>	<p>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.</p> <p>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. Those employees are also eligible for lump-sum bonuses throughout the year if funds are available in their department's budget.</p>
<p> Standard Range Schedule (SR):</p>	<p>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.</p>	<p> Bonus Plans</p>	<p>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.</p>
<p> Public Safety Schedule (PS):</p>	<p>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.</p>		
<p> Special Pay Types:</p>	<p>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)</p>		