

Council Mombor	
CM ANNUAL	15,000.00
Metropolitan 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	92.90%
DP03 ANNUAL	110,527.00	221,718.00	100.60%

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 Servicos			
	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
School Patrol Supervisor			
	1st	2nd	3rd
SS1 Hourly	10.40	10.73	11.08

Board of Education Mombor	
BE ANNUAL	14,000.00

TO-Worker Rates		TL-Leader Rates				
Grade	3rd	2nd	1st	4th	5th	% SPREAD
I001	9.93	9.29	8.66	10.03	10.40	16.40%
I002	9.36	8.76	8.16	10.54	10.93	16.47%
I003	10.51	10.93	11.37	11.79	12.23	16.57%
I004	11.55	12.02	12.52	12.99	13.49	16.68%
I005	12.30	12.84	13.37	13.91	14.41	17.17%
I006	13.05	13.59	14.12	14.66	15.23	16.73%
I007	13.78	14.41	14.95	15.53	16.11	16.89%
I008	14.32	15.14	15.78	16.34	16.94	16.87%
I009	15.30	16.92	16.53	17.21	17.81	16.43%
I010	16.98	16.89	17.31	17.80	18.64	16.70%
I011	16.74	17.41	18.10	18.83	19.50	16.49%
I012	17.40	18.19	18.87	19.61	20.35	16.85%
I013	18.14	18.88	19.69	20.44	21.21	16.92%
I014	19.07	19.98	20.48	21.27	22.01	16.83%
I015	19.63	20.48	21.29	22.12	22.86	16.86%
I016	20.37	21.22	22.04	22.93	23.75	16.88%

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

TL-Supervisor Rates		TL-Leader Rates				
Grade	3rd	2nd	1st	4th	5th	% SPREAD
I001	14.91	15.10	16.72	18.34	17.01	17.18%
I002	19.09	19.76	19.36	17.00	17.99	17.20%
I003	19.80	19.83	17.21	17.84	18.52	16.45%
I004	19.60	17.27	17.95	18.87	19.39	16.81%
I005	17.31	16.01	18.76	18.48	20.20	16.66%
I006	19.07	19.84	19.89	20.32	21.13	16.93%
I007	19.83	19.59	20.37	21.17	21.95	16.80%
I008	19.60	20.32	21.17	21.95	22.78	16.80%
I009	20.79	21.15	21.95	22.84	23.66	16.90%
I010	20.99	21.88	22.74	23.65	24.00	16.73%
I011	21.79	22.94	23.80	24.48	25.39	16.48%
I012	22.82	23.46	24.42	25.34	26.30	16.76%
I013	23.97	24.50	25.80	26.45	27.48	16.91%
I014	24.77	25.83	26.87	27.80	28.88	16.83%
I015	26.29	27.38	28.45	29.58	30.84	16.86%
I016	28.00	29.18	30.33	31.00	32.67	16.70%

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

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	18,094.00	18,730.00	19,366.00	20,002.00	20,638.00	21,274.00	21,910.00	22,546.00	23,182.00	23,818.00	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	39,955.00	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%	
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%	
<div style="border: 1px solid black; padding: 5px;"> <p>Move to next Move to next Move to next Move to next Move to next Move to next Move to next Move to next stop after 1 stop after 1 stop after 1 stop after 1 stop after 1 stop after 2 stop after 2 stop after 2 stop after 2 Year Year Year Year Year Year Year Year Year Year Year Year</p> </div>												
	Minimum	Control Point										Maximum
SR12	47,977.00	54,376.00										62,374.00 30%
SR13	57,502.00	65,169.00										80,740.00 40%
SR14	68,379.00	77,496.00										101,484.00 48%
SR15	80,804.00	91,577.00										126,421.00 56%
SR16	95,044.00	107,717.00										156,327.00 64%
	Open Range	Open Range										Open Range

EXHIBIT

A

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

Trade & 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 include 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 (JS), 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	8th	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	20,123.00	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	23,959.00	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	27,582.00	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%
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 55,484.00					Maximum 63,621.00	30%
SR13	58,652.00				66,472.00					82,355.00	40%
SR14	69,747.00				79,046.00					103,514.00	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	

EXHIBIT

B

Note: Steps may vary slightly due to rounding

TG-Worker Rates													
Grade	1st	2nd	3rd	4th	5th	% BPRAD	Grade	1st	2nd	3rd	4th	5th	% BPRAD
I001	9.11	9.40	9.85	10.23	10.61	16.46%	I101	10.01	10.42	10.81	11.23	11.60	16.51%
I002	9.97	9.96	10.35	10.76	11.16	16.57%	I102	10.90	10.93	11.36	11.81	12.26	16.81%
I003	11.10	11.60	12.03	12.50	12.90	16.64%	I103	11.77	12.30	12.74	13.25	13.73	16.84%
I004	11.78	12.26	12.77	13.25	13.76	16.80%	I104	12.97	13.50	14.09	14.63	15.19	17.00%
I005	12.85	13.10	13.64	14.19	14.70	17.10%	I105	13.82	14.40	14.96	15.61	16.10	16.83%
I006	13.31	13.66	14.40	14.85	15.63	16.70%	I106	14.65	15.22	15.82	16.44	17.00	16.84%
I007	14.66	14.70	15.20	15.84	16.43	16.91%	I107	15.45	16.11	16.71	17.34	18.00	17.03%
I008	14.81	15.44	16.07	16.87	17.28	16.87%	I108	16.30	17.02	17.66	18.34	19.01	16.85%
I009	16.61	16.24	16.86	17.85	18.17	16.41%	I109	17.15	17.86	18.04	19.25	19.88	16.84%
I010	16.30	17.02	17.66	18.34	19.01	16.85%	I110	17.93	18.70	19.40	20.20	20.84	16.78%
I011	17.67	17.76	18.46	19.21	19.89	16.48%	I111	18.61	19.58	20.33	21.16	21.82	16.84%
I012	18.00	18.51	19.25	20.00	20.78	16.82%	I112	19.59	20.42	21.23	22.03	22.83	16.60%
I013	18.60	19.26	20.07	20.85	21.63	16.97%	I113	20.42	21.27	22.14	22.97	23.81	16.80%
I014	19.25	20.07	20.87	21.70	22.40	16.84%	I114	21.22	22.06	22.97	23.85	24.75	16.63%
I015	20.02	20.89	21.72	22.66	23.47	16.96%	I115	22.03	22.97	23.89	24.81	25.70	16.87%
I016	20.78	21.64	22.48	23.41	24.23	16.83%	I116	22.82	23.80	24.70	25.68	26.62	16.87%

Move to next Move to next Move to next
step after 0 step after 1/1 step after 2 step after 2
months one year years years

TG-Supervisor Rates													
Grade	1st	2nd	3rd	4th	5th	% BPRAD	Grade	1st	2nd	3rd	4th	5th	% BPRAD
I601	14.80	15.40	16.03	16.67	17.33	17.23%	I701	19.39	19.99	20.70	21.49	22.39	16.87%
I602	15.39	16.00	16.69	17.34	18.04	17.23%	I702	19.89	20.73	21.60	22.39	23.24	16.87%
I603	16.22	16.80	17.55	18.20	18.89	16.48%	I703	19.83	17.82	18.34	19.04	19.78	16.81%
I604	16.83	17.62	18.34	19.04	19.78	16.81%	I704	17.66	18.37	19.10	19.85	20.60	16.70%
I605	17.66	18.37	19.10	19.85	20.60	16.70%	I705	18.43	19.22	19.98	20.73	21.55	16.83%
I606	18.21	19.00	20.70	21.69	22.39	16.87%	I706	19.21	19.90	20.70	21.69	22.39	16.87%
I607	19.89	20.73	21.60	22.39	23.24	16.87%	I707	19.89	20.73	21.60	22.39	23.24	16.87%
I608	20.70	21.60	22.39	23.20	24.13	16.81%	I708	21.41	22.32	23.16	24.12	24.99	16.77%
I609	21.41	22.32	23.16	24.12	24.99	16.77%	I709	22.23	23.11	24.07	24.97	25.85	16.82%
I610	22.23	23.11	24.07	24.97	25.85	16.82%	I710	22.97	23.93	24.91	25.85	26.83	16.79%
I611	22.97	23.93	24.91	25.85	26.83	16.79%	I711	24.04	24.99	26.01	26.98	28.03	16.80%
I612	24.04	24.99	26.01	26.98	28.03	16.80%	I712	25.27	26.35	27.41	28.48	29.47	16.83%
I613	25.27	26.35	27.41	28.48	29.47	16.83%	I713	26.82	27.93	29.02	30.19	31.29	16.65%
I614	26.82	27.93	29.02	30.19	31.29	16.65%	I714	28.06	29.76	30.84	32.13	33.22	16.88%
I615	28.06	29.76	30.84	32.13	33.22	16.88%							

Move to next Move to next Move to next
step after 0 step after 1/1 step after 2 step after 2
months one year years years

Council Member	
CM ANNUAL	15,000.00

Metropolitan Mayor	
MM ANNUAL	136,500.00

Vico Mayor	
VM ANNUAL	17,000.00

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

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

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%
JS03 ANNUAL	47,885.00	55,656.00	16.23%

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 Mombor	
BE ANNUAL	14,000.00

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

EXPLANATION OF PAY TYPES

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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.

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Standard Range Schedule (SR):

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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%

Minimum	Control Point	Maximum
49,916.00	56,573.00	64,893.00
59,825.00	67,801.00	84,002.00
71,142.00	80,627.00	105,584.00
84,068.00	95,277.00	131,528.00
98,884.00	112,068.00	162,643.00

Minimum

Control Point

Maximum

Opou Range

Opou Range

Opou Range

EXHIBIT

C

YO-Worker Rates

Grade	1st	2nd	3rd	4th	5th	%SPR/AD
YG01	9.29	9.97	10.65	10.43	10.82	16.47%
YG02	9.70	10.10	10.60	10.97	11.37	16.51%
YG03	10.03	11.37	11.03	12.27	12.75	16.60%
YG04	12.02	12.51	13.03	13.62	14.04	16.81%
YG05	12.80	13.30	13.91	14.47	14.90	17.13%
YG06	13.08	14.14	14.60	16.20	16.84	16.66%
YG07	14.34	14.90	16.66	16.16	16.70	16.66%
YG08	16.11	16.76	16.30	17.00	17.03	16.66%
YG09	16.92	16.60	17.20	17.00	18.53	16.40%
YG10	16.03	17.30	18.01	18.71	19.39	16.63%
YG11	17.41	18.12	18.83	19.80	20.20	16.52%
YG12	18.16	18.88	19.04	20.40	21.16	16.63%
YG13	18.07	19.05	20.47	21.27	22.00	16.92%
YG14	18.04	20.47	21.20	22.13	22.90	16.82%
YG15	20.42	21.31	22.15	23.01	23.80	16.96%
YG16	21.20	22.07	22.93	23.88	24.71	16.60%

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	%SPR/AD
TL01	10.21	10.63	11.03	11.45	11.89	16.48%
TL02	10.71	11.16	11.69	12.05	12.61	16.70%
TL03	12.01	12.01	12.09	13.02	14.00	16.85%
TL04	13.23	13.63	14.37	14.94	16.49	17.12%
TL05	14.10	14.60	15.20	16.92	16.47	16.80%
TL06	14.04	16.02	16.14	16.77	17.43	16.86%
TL07	16.70	16.43	17.04	17.71	18.44	17.02%
TL08	16.63	17.30	18.01	18.71	19.39	16.83%
TL09	17.40	18.01	18.01	19.64	20.38	16.80%
TL10	18.20	19.13	19.85	20.60	21.36	16.70%
TL11	19.10	19.97	20.74	21.60	22.30	16.83%
TL12	19.08	20.63	21.00	22.47	23.20	16.64%
TL13	20.03	21.70	22.08	23.43	24.20	16.80%
TL14	21.04	22.60	23.43	24.38	25.26	16.84%
TL15	22.47	23.43	24.37	25.31	26.21	16.86%
TL16	23.28	24.28	25.26	26.19	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

TL-Supervisor Rates

Grade	1st	2nd	3rd	4th	5th	%SPR/AD
TS01	10.10	10.70	10.36	17.00	17.70	17.23%
TS02	10.70	10.40	17.02	17.69	16.40	17.22%
TS03	10.04	17.19	17.00	18.60	19.27	16.48%
TS04	17.27	17.97	18.71	19.42	20.18	16.83%
TS05	16.01	18.74	19.04	20.20	21.01	16.69%
TS06	16.80	19.60	20.38	21.14	21.88	16.83%
TS07	19.50	20.38	21.20	22.02	22.84	16.68%
TS08	20.20	21.14	22.02	22.84	23.70	16.84%
TS09	21.11	22.00	22.84	23.77	24.61	16.87%
TS10	21.04	22.77	23.66	24.60	25.49	16.72%
TS11	22.07	23.07	24.00	24.97	26.42	16.81%
TS12	23.43	24.41	25.41	26.37	27.37	16.86%
TS13	24.62	25.40	26.63	27.62	28.69	16.60%
TS14	26.78	26.60	27.90	28.93	30.00	16.63%
TS15	27.30	28.40	29.60	30.76	31.80	16.82%
TS16	29.13	30.30	31.60	32.77	33.90	16.87%

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

<u>Directors Pay</u>			
	Minimum	Maximum	%SPREAD
OP01	49,916.00	105,276.00	110.01%
ANNUAL			
DP02	84,068.00	162,171.00	92.80%
ANNUAL			
OP03	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	78.90%
ANNUAL			
PD02	71,142.00	131,147.00	84.35%
ANNUAL			

<u>Judicial Services</u>			
	MINIMUM	MAXIMUM	% SPREAD
JS01	35,855.00	40,007.00	30%
ANNUAL			
JS02	46,202.00	54,119.00	17%
ANNUAL			
JS03	49,820.00	56,709.00	14%
ANNUAL			

<u>School Patrol</u>			
	1st	2nd	3rd %SPREAD
SP1	0.41	9.72	10.03
Hourly			0.0%

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

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

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