

## 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:

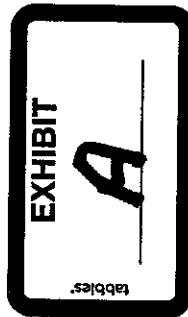
Bonuses are a way to grant employees a pay increase without permanently increasing base pay. A lump-sum bonus as authorized by the Civil Service Commission, if applicable, and approved by the Department of Finance may be paid to employees up to a maximum of the equivalent of a two step increase from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



## EXPLANATION OF PAY CALCULATIONS

Pay scales under SR and PS charts are based on annual salary. The monthly, semi-monthly, and bi-weekly rates are calculated by dividing the annual rate by 12, 24, and 26, respectively. Hourly Rates are approximate and are calculated assuming that an employee works a 40 hour week.

### SR/PS

When an employee on the SR or PS schedule is promoted to a higher pay grade, the new salary is generally calculated by first determining the employee's "promotional step" - moving forward two steps in the current range. The new pay rate is established by slotting the employee into the step in the new range that is closest to, but not less than, the employee's promotional step.

Pay scales under the TG, TL, and TS are based on an hourly rate. The annual figure assumes that an employee works a 40 hour work week. The monthly, semi-monthly, and bi-weekly rates are calculated by dividing the annual rate by 12, 24, and 26 respectively.

### TLS

When an employee on the TLS schedule is promoted to a higher pay grade, the employee's pay will be adjusted to the step in the new pay grade which is closest to a 6% increase, but not less than a 5% increase.

Employees in positions eligible for Open Range pay may be compensated at any salary between the established minimum and maximum for their pay range. Employees' actual pay is based on an annual salary. The monthly, semi-monthly, and bi-weekly rates are calculated by dividing the annual rate by 12, 24 and 26 respectively. Hourly rates are approximate and are calculated assuming that an employee works a 40 hour week.

### Open Range

Employees eligible for the Open Range pay plan may receive up to 15% increase over their current salary when promoted to a higher pay grade. Increases of more than 10% require justification from the Appointing Authority.

### Reclassifications

Employees on any pay schedule who are reclassified are slotted into the new pay grade at the step which is closest to, but not less than, their current pay.

### Living Wage

New full-time employees will be hired at a step in the pay grade that is closest to the living wage rate if the base rate for the classification is below the Living Wage rate. The Human Resources Director will periodically conduct a review of the Living Wage rate and recommend adjustments to the Civil Service Commission.

EFFECTIVE 7/1/2011

FISCAL YEAR 2012 TRADES AND LABOR PAY TABLE

Grade	TG-Worker Rates												TL-Leader Rates												TS-Superior Rates												TU-Use for Bonuses Only													
	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th		
<u>IG01</u>	529	587	645	703	761	819	877	935	993	1051	1109	1167	1021	1083	1145	1207	1269	1331	1393	1455	1517	1579	1641	1703	1001	1063	1125	1187	1249	1311	1373	1435	1497	1559	1621	1683	1745	1189	1251	1313	1375	1437	1499	1561	1623	1685	1747	1809	1871	1933
<u>IG02</u>	805.32	836.03	866.74	897.45	928.16	958.87	989.58	1020.29	1051.00	1081.71	1112.42	1143.13	884.38	921.13	957.88	994.63	1031.38	1068.13	1104.88	1141.63	1178.38	1215.13	1251.88	1288.63	864.38	901.13	937.88	974.63	1011.38	1048.13	1084.88	1121.63	1158.38	1195.13	1231.88	1268.63	1305.38	1030.32	1077.07	1123.82	1170.57	1217.32	1264.07	1310.82	1357.57	1404.32	1451.07	1497.82	1544.57	1591.32
<u>IG03</u>	743.38	775.57	807.76	839.95	872.14	904.33	936.52	968.71	1000.90	1033.09	1065.28	1097.47	816.32	852.07	887.82	923.57	959.32	995.07	1030.82	1066.57	1102.32	1138.07	1173.82	1209.57	796.32	832.07	867.82	903.57	939.32	975.07	1010.82	1046.57	1082.32	1118.07	1153.82	1189.57	1225.32	1207.72	1254.47	1301.22	1347.97	1394.72	1441.47	1488.22	1534.97	1581.72	1628.47	1675.22	1721.97	1768.72
<u>IG04</u>	16,327.76	20,112.77	23,897.78	27,682.79	31,467.80	35,252.81	39,037.82	42,822.83	46,607.84	50,392.85	54,177.86	57,962.87	21,703.97	25,488.98	29,273.99	33,058.00	36,843.01	40,628.02	44,413.03	48,198.04	51,983.05	55,768.06	59,553.07	63,338.08	19,703.97	23,488.98	27,273.99	31,058.00	34,843.01	38,628.02	42,413.03	46,198.04	49,983.05	53,768.06	57,553.07	61,338.08	34,009.25	37,794.26	41,579.27	45,364.28	49,149.29	52,934.30	56,719.31	60,504.32	64,289.33	68,074.34	71,859.35	75,644.36	79,429.37	
<u>IG05</u>	970	1016	1062	1108	1154	1200	1246	1292	1338	1384	1430	1476	1071	1117	1163	1209	1255	1301	1347	1393	1439	1485	1531	1577	1051	1097	1143	1189	1235	1281	1327	1373	1419	1465	1511	1557	1603	1250	1306	1362	1418	1474	1530	1586	1642	1698	1754	1810	1866	1922
<u>IG06</u>	845.99	880.66	915.33	950.00	984.67	1019.34	1054.01	1088.68	1123.35	1158.02	1192.69	1227.36	928.20	963.87	999.54	1035.21	1070.88	1106.55	1142.22	1177.89	1213.56	1249.23	1284.90	1320.57	908.20	943.87	979.54	1015.21	1050.88	1086.55	1122.22	1157.89	1193.56	1229.23	1264.90	1300.57	1336.24	1366.48	1422.23	1477.98	1533.73	1589.48	1645.23	1700.98	1756.73	1812.48	1868.23	1923.98	1979.73	2035.48
<u>IG07</u>	785.91	812.74	848.56	884.38	920.20	956.02	991.84	1027.66	1063.48	1099.30	1135.12	1170.94	868.00	894.89	921.78	948.67	975.56	1002.45	1029.34	1056.23	1083.12	1110.01	1136.90	1163.79	848.00	874.89	901.78	928.67	955.56	982.45	1009.34	1036.23	1063.12	1090.01	1116.90	1143.79	1170.68	1311.90	1367.65	1423.40	1479.15	1534.90	1590.65	1646.40	1702.15	1757.90	1813.65	1869.40	1925.15	1980.90
<u>IG08</u>	20,333.71	21,131.14	21,928.56	22,725.98	23,523.40	24,320.82	25,118.24	25,915.66	26,713.08	27,510.50	28,307.92	29,105.34	22,276.80	23,129.09	24,031.38	24,933.67	25,835.96	26,738.25	27,640.54	28,542.83	29,445.12	30,347.41	31,249.70	32,152.00	20,333.71	21,131.14	21,928.56	22,725.98	23,523.40	24,320.82	25,118.24	25,915.66	26,713.08	27,510.50	28,307.92	29,105.34	34,113.33	37,898.34	41,683.35	45,468.36	49,253.37	53,038.38	56,823.39	60,608.40	64,393.41	68,178.42	71,963.43	75,748.44	79,533.45	
<u>IG09</u>	1,041.35	1,083.78	1,126.21	1,168.64	1,211.07	1,253.50	1,295.93	1,338.36	1,380.79	1,423.22	1,465.65	1,508.08	1,146.55	1,191.80	1,237.05	1,282.30	1,327.55	1,372.80	1,418.05	1,463.30	1,508.55	1,553.80	1,599.05	1,644.30	1,126.55	1,171.80	1,217.05	1,262.30	1,307.55	1,352.80	1,398.05	1,443.30	1,488.55	1,533.80	1,579.05	1,624.30	1,669.55	1,651.14	1,706.89	1,762.64	1,818.39	1,874.14	1,929.89	1,985.64	2,041.39	2,097.14	2,152.89	2,208.64	2,264.39	2,320.14
<u>IG10</u>	1,094.42	1,159.99	1,225.56	1,291.13	1,356.70	1,422.27	1,487.84	1,553.41	1,618.98	1,684.55	1,750.12	1,815.69	1,211.69	1,269.94	1,328.19	1,386.44	1,444.69	1,502.94	1,561.19	1,619.44	1,677.69	1,735.94	1,794.19	1,852.44	1,191.69	1,250.94	1,310.19	1,369.44	1,428.69	1,487.94	1,547.19	1,606.44	1,665.69	1,724.94	1,784.19	1,843.44	1,902.69	1,951.14	2,010.89	2,070.64	2,130.39	2,190.14	2,249.89	2,309.64	2,369.39	2,429.14	2,488.89	2,548.64	2,608.39	2,668.14
<u>IG11</u>	1,094.42	1,159.99	1,225.56	1,291.13	1,356.70	1,422.27	1,487.84	1,553.41	1,618.98	1,684.55	1,750.12	1,815.69	1,211.69	1,269.94	1,328.19	1,386.44	1,444.69	1,502.94	1,561.19	1,619.44	1,677.69	1,735.94	1,794.19	1,852.44	1,191.69	1,250.94	1,310.19	1,369.44	1,428.69	1,487.94	1,547.19	1,606.44	1,665.69	1,724.94	1,784.19	1,843.44	1,902.69	1,951.14	2,010.89	2,070.64	2,130.39	2,190.14	2,249.89	2,309.64	2,369.39	2,429.14	2,488.89	2,548.64	2,608.39	2,668.14
<u>IG12</u>	1,094.42	1,159.99	1,225.56	1,291.13	1,356.70	1,422.27	1,487.84	1,553.41	1,618.98	1,684.55	1,750.12	1,815.69	1,211.69	1,269.94	1,328.19	1,386.44	1,444.69	1,502.94	1,561.19	1,619.44	1,677.69	1,735.94	1,794.19	1,852.44	1,191.69	1,250.94	1,310.19	1,369.44	1,428.69	1,487.94	1,547.19	1,606.44	1,665.69	1,724.94	1,784.19	1,843.44	1,902.69	1,951.14	2,010.89	2,070.64	2,130.39	2,190.14	2,249.89	2,309.64	2,369.39	2,429.14	2,488.89	2,548.64	2,608.39	2,668.14
<u>IG13</u>	1,094.42	1,159.99	1,225.56	1,291.13	1,356.70	1,422.27	1,487.84	1,553.41	1,618.98	1,684.55	1,750.12	1,815.69	1,211.69	1,269.94	1,328.19	1,386.44	1,444.69	1,502.94	1,561.19	1,619.44	1,677.69	1,735.94	1,794.19	1,852.44	1,191.69	1,250.94	1,310.19	1,369.44	1,428.69	1,487.94	1,547.19	1,606.44	1,665.69	1,724.94	1,784.19	1,843.44	1,902.69	1,951.14	2,010.89	2,070.64	2,130.39	2,190.14	2,249.89	2,309.64	2,369.39	2,429.14	2,488.89	2,548.64	2,608.39	2,668.14
<u>IG14</u>	1,094.42	1,159.99	1,225.56	1,291.13	1,356.70	1,422.27	1,487.84	1,553.41	1,618.98	1,684.55	1,750.12	1,815.69	1,211.69	1,269.94	1,328.19	1,386.44	1,444.69	1,502.94	1,561.19	1,619.44	1,677.69	1,735.94	1,794.19	1,852.44	1,191.69	1,250.94	1,310.19	1,369.44	1,428.69	1,487.94	1,547.19	1,606.44	1,665.69	1,724.94	1,784.19	1,843.44	1,902.69	1,951.14	2,010.89	2,070.64	2,130.39	2,190.14	2,249.89	2,309.64	2,369.39	2,429.14	2,488.89	2,548.64	2,608.39	2,668.14
<u>IG15</u>	1,094.42	1,159.99	1,225.56	1,291.13	1,356.70	1,422.27	1,487.84	1,553.41	1,618.98	1,684.55	1,750.12	1,815.69	1,211.69	1,269.94	1,328.19	1,386.44	1,444.69	1,502.94	1,561.19	1,619.44	1,677.69	1,735.94	1,794.19	1,852.44	1,191.69	1,250.94	1,310.19	1,369.44	1,428.69	1,487.94	1,547.19	1,606.44	1,665.69	1,724.94	1,784.19	1,843.44	1,902.69	1,951.14	2,010.89	2,070.64	2,130.39	2,190.14	2,249.89	2,309.64	2,369.39	2,429.14	2,488.89	2,548.64	2,608.39	2,668.14
<u>IG16</u>	1,094.42	1,159.99	1,225.56	1,291.13	1,356.70	1,422.27	1,487.84	1,553.41	1,618.98	1,684.55	1,750.12	1,815.69	1,211.69	1,269.94	1,328.19	1,386.44	1,444.69	1,502.94	1,561.19	1,619.44	1,677.69	1,735.94	1,794.19	1,852.44	1,191.69	1,250.94	1,310.19	1,369.44	1,428.69	1,487.94	1,547.19	1,606.44	1,665.69	1,724.94	1,784.19	1,843.44	1,902.69	1,951.14	2,010.89	2,070.64	2,130.39	2,190.14	2,249.89	2,309.64	2,369.39	2,429.14	2,488.89	2,548.64	2,608.39	2,668.14
<u>IG17</u>	1,094.42	1,159.99	1,225.56	1,291.13	1,356.70	1,422.27	1,487.84	1,553.41	1,618.98	1,684.55	1,750.12	1,815.69	1,211.69	1,269.94	1,328.19	1,386.44	1,444.69	1,502.94	1,561.19	1,619.44	1,677.69	1,735.94	1,794.19	1,852.44	1,191.69	1,250.94	1,310.19	1,369.44	1,428.69	1,487.94	1,547.19	1,606.44	1,665.69	1,724.94	1,784.19	1,843.44	1,902.69	1,951.14	2,010.89	2,070.64	2,130.39	2,190.14	2,249.89	2,309.64	2,369.39	2,429.14	2,488.89	2,548.64	2,608.39	2,668.14
<u>IG18</u>	1,094.42	1,159.99	1,225.56	1,291.13	1,356.70	1,422.27	1,487.84	1,553.41	1,618.98	1,684.55	1,750.12	1,815.69	1,211.69	1,269.94	1,328.19	1,386.44	1,444.69	1,502.94	1,561.19	1,619.44	1,677.69	1,735.94	1,794.19	1,852.44	1,191.69	1,250.94	1,310.19	1,369.44	1,428.69	1,487.94	1,547.19	1,606.44	1,665.69	1,724.94	1,784.19	1,843.44	1,902.69	1,951.14	2,010.89	2,070.64	2,130.39	2,190.14	2,249.89	2,309.64	2,369.39	2,429.14	2,488.89	2,548.64	2,608.39	2,668.14
<u>IG19</u>	1,094.42	1,159.99	1,225.56	1,291.13	1,356.70	1,422.27	1,487.84	1,553.41	1,618.98	1,684.55	1,750.12	1,815.69	1,211.69	1,269.94	1,328.19	1,386.44	1,444.69	1,502.94	1,561.19	1,619.																														

EFFECTIVE 7/1/2011

FISCAL YEAR 2012 TRADES AND LABOR PAY TABLE

TG-Worker Rates	TL-Leader Rates					TS-Supervisor Rates					Use for Bonuses Only													
	Grade	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	15th	16th	17th	18th	19th	20th			
HOURLY	IG09	15.92	16.56	17.20	17.90	18.53	19.16	19.81	20.48	21.11	21.74	22.38	23.01	23.64	24.27	24.90	25.53	26.16	26.79	27.42	28.05	28.68	29.31	
SEMI-MONTHLY	IG09	137.932	1436.62	1490.42	1551.42	1608.23	1669.92	1728.36	1788.54	1848.36	1908.81	1968.92	2028.69	2088.12	2147.21	2205.92	2264.25	2322.20	2379.77	2436.96	2493.77	2550.20	2606.25	2661.92
BIWEEKLY	IG09	1,274.78	1,335.18	1,402.78	1,472.08	1,543.81	1,617.84	1,694.16	1,772.61	1,853.16	1,935.81	2,020.56	2,107.41	2,196.36	2,287.41	2,380.56	2,475.81	2,573.16	2,672.61	2,774.16	2,877.81	2,983.56	3,091.41	3,199.46
ANNUAL	IG09	33,116.16	34,454.78	35,770.18	37,234.08	38,549.47	39,866.08	41,234.46	42,600.30	43,917.12	45,252.91	46,588.65	47,924.34	49,260.00	50,595.63	51,931.25	53,266.86	54,602.46	55,938.05	57,273.63	58,609.20	59,944.77	61,280.34	62,615.91
HOURLY	IG10	16.63	17.36	18.01	18.71	19.39	20.12	20.85	21.58	22.26	22.94	23.62	24.30	24.98	25.66	26.34	27.02	27.70	28.38	29.06	29.74	30.42	31.10	31.78
SEMI-MONTHLY	IG10	1440.92	1504.57	1561.14	1621.26	1680.48	1744.13	1802.31	1862.04	1922.31	1982.12	2042.49	2102.42	2162.89	2222.91	2282.48	2342.60	2402.27	2462.49	2522.26	2582.58	2642.45	2701.87	2761.84
BIWEEKLY	IG10	1,330.00	1,388.83	1,451.06	1,516.54	1,581.22	1,649.97	1,717.81	1,785.74	1,852.86	1,919.16	1,984.64	2,049.31	2,113.16	2,176.19	2,238.40	2,299.79	2,360.36	2,420.11	2,479.04	2,537.16	2,594.46	2,650.94	2,707.60
ANNUAL	IG10	34,582.08	36,109.43	37,487.46	38,810.14	40,331.62	41,859.17	43,382.78	44,902.44	46,418.14	47,929.87	49,437.63	50,941.41	52,441.20	53,937.09	55,428.99	56,916.90	58,400.81	59,880.72	61,356.63	62,828.54	64,296.45	65,760.36	67,220.27
HOURLY	IG11	17.41	18.12	18.83	19.59	20.29	20.98	21.67	22.36	23.05	23.74	24.43	25.12	25.81	26.50	27.19	27.88	28.57	29.26	29.95	30.64	31.33	32.02	32.71
SEMI-MONTHLY	IG11	1508.99	1568.98	1631.96	1698.16	1768.58	1842.22	1919.09	1999.20	2082.65	2169.38	2259.39	2352.68	2449.25	2549.10	2652.22	2758.61	2868.26	2981.17	3097.34	3216.77	3339.46	3465.40	3594.59
BIWEEKLY	IG11	1,392.91	1,463.21	1,541.06	1,627.54	1,722.74	1,826.65	1,939.27	2,060.60	2,190.74	2,330.69	2,480.45	2,640.02	2,809.40	2,988.59	3,177.59	3,376.40	3,585.02	3,803.45	4,031.69	4,270.74	4,520.60	4,781.27	5,052.74
ANNUAL	IG11	36,215.71	37,879.92	39,164.74	40,155.94	42,198.62	43,662.53	45,547.63	47,862.91	50,609.36	53,786.81	57,395.26	61,444.71	66,044.16	71,194.61	76,907.06	83,181.51	90,027.96	97,446.41	105,437.86	114,013.31	123,173.76	132,919.21	143,250.66
HOURLY	IG12	18.16	18.85	19.64	20.40	21.18	21.90	22.64	23.43	24.26	25.11	25.98	26.88	27.79	28.72	29.68	30.66	31.66	32.68	33.71	34.76	35.83	36.91	37.99
SEMI-MONTHLY	IG12	1574.92	1636.28	1702.58	1774.19	1851.64	1940.58	2042.61	2158.46	2289.86	2437.45	2601.98	2784.21	2984.80	3204.51	3444.11	3704.48	3986.41	4290.68	4618.18	4970.71	5349.08	5754.11	6186.60
BIWEEKLY	IG12	1,452.48	1,510.42	1,570.80	1,634.21	1,699.92	1,768.44	1,839.27	1,912.81	1,989.46	2,069.63	2,152.81	2,238.51	2,326.34	2,416.91	2,510.94	2,608.13	2,708.18	2,810.81	2,916.74	3,025.67	3,137.31	3,251.46	3,368.02
ANNUAL	IG12	37,764.48	39,270.42	40,840.80	42,432.00	44,044.42	45,668.75	47,314.91	49,002.81	50,732.44	52,504.81	54,320.01	56,179.04	58,081.91	60,029.54	62,022.81	64,061.71	66,146.14	68,276.11	70,451.62	72,672.67	74,939.26	77,251.39	79,609.06
HOURLY	IG13	18.87	19.85	20.47	21.27	22.06	22.84	23.62	24.40	25.18	25.96	26.74	27.52	28.30	29.08	29.86	30.64	31.42	32.20	32.98	33.76	34.54	35.32	36.10
SEMI-MONTHLY	IG13	1655.60	1702.58	1774.19	1843.14	1912.09	1973.28	2037.07	2104.26	2174.65	2248.04	2324.23	2403.02	2484.21	2567.70	2654.29	2743.78	2835.97	2930.66	3028.65	3129.74	3233.73	3340.52	3450.01
BIWEEKLY	IG13	1,509.60	1,571.62	1,637.71	1,701.36	1,765.01	1,827.02	1,887.02	1,945.51	2,002.99	2,059.06	2,113.31	2,165.34	2,215.65	2,263.84	2,309.51	2,353.26	2,394.60	2,433.11	2,468.48	2,501.39	2,531.44	2,558.35	2,581.86
ANNUAL	IG13	39,249.60	40,882.02	42,680.51	44,535.36	46,444.42	48,406.75	50,422.41	52,491.51	54,614.04	56,790.91	59,023.14	61,311.73	63,656.66	66,058.94	68,518.67	71,035.86	73,609.59	76,239.86	78,925.67	81,666.92	84,463.61	87,315.74	90,223.31
HOURLY	IG14	19.64	20.47	21.29	22.13	22.90	23.74	24.58	25.43	26.28	27.13	27.98	28.83	29.68	30.53	31.38	32.23	33.08	33.93	34.78	35.63	36.48	37.33	38.18
SEMI-MONTHLY	IG14	1701.70	1774.19	1844.91	1914.28	1982.91	2050.40	2117.45	2183.76	2249.04	2313.10	2375.73	2436.74	2496.02	2553.47	2609.00	2662.51	2714.80	2764.77	2812.32	2858.36	2902.89	2945.81	2987.02
BIWEEKLY	IG14	1,570.80	1,637.71	1,702.89	1,770.72	1,839.92	1,898.83	1,957.96	2,017.81	2,077.98	2,138.16	2,198.05	2,257.35	2,316.66	2,375.58	2,433.81	2,491.16	2,547.43	2,602.52	2,657.23	2,711.36	2,764.81	2,817.40	2,869.03
ANNUAL	IG14	40,640.80	42,650.51	44,377.79	46,038.72	47,825.92	49,649.63	51,509.94	53,407.04	55,341.03	57,311.91	59,319.68	61,364.35	63,445.92	65,564.39	67,718.76	69,908.03	72,132.20	74,390.27	76,682.14	79,007.81	81,367.28	83,760.55	86,187.62
HOURLY	IG15	20.42	21.31	22.15	23.01	23.89	24.78	25.66	26.54	27.42	28.30	29.18	30.06	30.94	31.82	32.70	33.58	34.46	35.34	36.22	37.10	37.98	38.86	39.74
SEMI-MONTHLY	IG15	1769.77	1846.66	1920.05	1991.94	2062.13	2130.42	2196.71	2260.90	2322.99	2382.88	2440.57	2495.96	2549.05	2600.84	2651.33	2700.52	2748.41	2794.90	2839.99	2883.68	2925.87	2966.56	3005.75
BIWEEKLY	IG15	1,633.63	1,704.62	1,772.35	1,840.50	1,911.07	1,983.96	2,059.07	2,136.30	2,215.54	2,296.69	2,379.56	2,464.05	2,550.06	2,637.49	2,726.24	2,816.21	2,907.30	2,999.41	3,092.54	3,186.69	3,281.86	3,378.05	3,475.26
ANNUAL	IG15	42,474.43	44,320.22	46,081.15	47,853.30	49,636.81	51,430.68	53,234.91	55,049.50	56,874.45	58,709.76	60,555.43	62,411.46	64,277.85	66,154.59	68,041.68	69,939.13	71,846.94	73,765.11	75,693.64	77,632.53	79,581.78	81,541.39	83,511.36
HOURLY	IG16	21.20	22.07	22.89	23.68	24.71	25.59	26.47	27.35	28.23	29.11	29.99	30.87	31.75	32.63	33.51	34.39	35.27	36.15	37.03	37.91	38.79	39.67	40.55
SEMI-MONTHLY	IG16	1836.95	1912.59	1987.23	2065.44	2147.13	2232.20	2320.55	2412.08	2506.79	2604.58	2705.36	2809.13	2915.80	3025.27	3137.44	3252.21	3369.48	3489.15	3611.22	3735.59	3863.16	3993.93	4127.90
BIWEEKLY	IG16	1,695.65	1,767.82	1,834.37	1,902.34	1,971.77	2,042.56	2,114.61	2,187.92	2,262.49	2,338.32	2,415.31	2,493.46	2,572.67	2,652.94	2,734.27	2,816.66	2,900.11	2,984.62	3,070.19	3,156.82	3,244.51	3,333.26	3,423.07
ANNUAL	IG16	44,086.65	46,311.42	47,693.57	49,666.66	51,407.37	53,220.94	55,111.41	57,082.74	59,138.93	61,284.06	63,513.13	65,829.14	68,235.19	70,734.28	73,320.41	75,997.58	78,768.89	81,637.34	84,605.93	87,676.66	90,851.53	94,132.64	97,522.99

There are no step increases for FY12, all current and future increment dates will be advanced one year. There are no step increases for FY12, all current and future increment dates will be advanced one year. There are no step increases for FY12, all current and future increment dates will be advanced one year.

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2012 STANDARD RANGE PAY TABLE

Standard Range FY12 GRADE	Use for Calculation Purposes Only											
	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
HOURLY	7.72	7.98	8.23	8.49	8.75	9.01	9.26	9.52	9.78	10.03	10.29	10.55
SEMI-MONTHLY	669.00	691.29	713.58	735.88	758.17	780.46	802.75	825.04	847.33	869.63	891.92	914.21
BI-WEEKLY	617.54	638.12	658.69	679.27	699.85	720.42	741.00	761.58	782.15	802.73	823.31	843.88
ANNUAL	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	21,406.00	21,941.00
HOURLY	8.60	8.78	8.96	9.35	9.63	9.91	10.20	10.48	10.76	11.04	11.33	11.61
SEMI-MONTHLY	736.33	760.88	785.42	809.96	834.50	859.04	883.58	908.13	932.67	957.21	981.75	1,006.29
BI-WEEKLY	679.69	702.35	725.00	747.65	770.31	792.96	815.62	838.27	860.92	883.58	906.23	928.88
ANNUAL	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	23,562.00	24,151.00
HOURLY	9.65	9.87	10.19	10.51	10.82	11.14	11.46	11.78	12.10	12.42	12.73	13.05
SEMI-MONTHLY	827.75	865.33	882.92	910.50	938.08	965.67	993.25	1,020.83	1,048.42	1,076.00	1,103.58	1,131.17
BI-WEEKLY	764.08	789.54	815.00	840.45	865.92	891.38	916.85	942.31	967.77	993.23	1,018.69	1,044.15
ANNUAL	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	26,486.00	27,148.00
HOURLY	10.42	10.77	11.12	11.47	11.81	12.16	12.51	12.86	13.20	13.55	13.90	14.25
SEMI-MONTHLY	903.29	933.42	963.54	993.67	1,023.79	1,053.92	1,084.04	1,114.17	1,144.29	1,174.42	1,204.54	1,234.67
BI-WEEKLY	833.81	861.62	889.42	917.23	945.04	972.85	1,000.65	1,028.46	1,056.27	1,084.08	1,111.88	1,139.69
ANNUAL	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	28,909.00	29,632.00
HOURLY	11.70	12.09	12.48	12.87	13.26	13.65	14.04	14.43	14.82	15.21	15.60	15.99
SEMI-MONTHLY	1,014.00	1,047.79	1,081.58	1,115.38	1,149.17	1,182.96	1,216.75	1,250.54	1,284.33	1,318.13	1,351.92	1,385.71
BI-WEEKLY	936.00	967.19	998.38	1,029.58	1,060.77	1,091.96	1,123.15	1,154.35	1,185.54	1,216.73	1,247.92	1,279.12
ANNUAL	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	32,446.00	33,257.00
HOURLY	13.09	13.53	13.96	14.40	14.84	15.27	15.71	16.15	16.58	17.02	17.45	17.89
SEMI-MONTHLY	1,134.42	1,172.25	1,210.08	1,247.92	1,285.75	1,323.58	1,361.42	1,399.25	1,437.08	1,474.92	1,512.75	1,550.58
BI-WEEKLY	1,047.15	1,082.08	1,117.00	1,151.92	1,186.85	1,221.77	1,256.69	1,291.62	1,326.54	1,361.46	1,396.38	1,431.31
ANNUAL	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	36,306.00	37,214.00
HOURLY	14.59	15.08	15.56	16.05	16.54	17.02	17.51	18.00	18.48	18.97	19.46	19.94
SEMI-MONTHLY	1,264.54	1,306.71	1,348.88	1,391.04	1,433.21	1,475.38	1,517.54	1,559.71	1,601.88	1,644.04	1,686.21	1,728.38
BI-WEEKLY	1,167.27	1,206.19	1,245.12	1,284.04	1,322.96	1,361.88	1,400.81	1,439.73	1,478.65	1,517.58	1,556.50	1,595.42
ANNUAL	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	40,469.00	41,481.00

There are no step increases for FY12, all current and future increment dates will be advanced one year. SR04 Step 1 is frozen for full time

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2012 STANDARD RANGE PAY TABLE

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Steps	11th	12th
HOURLY	16.21	16.75	17.29	17.83	18.38	18.92	19.46	20.00	20.54	21.08		21.62	22.16
SEMI-MONTHLY	1,405.17	1,452.00	1,498.83	1,545.67	1,592.50	1,639.33	1,686.17	1,733.00	1,779.83	1,826.67		1,873.50	1,920.33
BI-WEEKLY	1,297.08	1,340.31	1,383.54	1,426.77	1,470.00	1,513.23	1,556.46	1,599.69	1,642.92	1,686.15		1,729.38	1,772.62
ANNUAL	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	1,124.00	44,964.00	46,088.00
HOURLY	17.96	18.56	19.15	19.75	20.35	20.95	21.55	22.15	22.75	23.34		23.94	24.54
SEMI-MONTHLY	1,556.29	1,608.17	1,660.04	1,711.92	1,763.79	1,815.67	1,867.54	1,919.42	1,971.29	2,023.17		2,075.04	2,126.92
BI-WEEKLY	1,436.58	1,484.46	1,532.35	1,580.23	1,628.12	1,676.00	1,723.88	1,771.77	1,819.65	1,867.54		1,915.42	1,963.31
ANNUAL	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	1,245.00	49,801.00	51,046.00
HOURLY	19.84	20.50	21.16	21.82	22.48	23.14	23.80	24.46	25.12	25.78		26.45	27.11
SEMI-MONTHLY	1,719.04	1,776.33	1,833.63	1,890.92	1,948.21	2,005.50	2,062.79	2,120.08	2,177.38	2,234.67		2,291.96	2,349.25
BI-WEEKLY	1,586.81	1,639.69	1,692.58	1,745.46	1,798.35	1,851.23	1,904.12	1,957.00	2,009.88	2,062.77		2,115.65	2,168.54
ANNUAL	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	1,375.00	55,007.00	56,382.00
HOURLY	21.84	22.57	23.30	24.03	24.75	25.48	26.21	26.94	27.67	28.39		29.12	29.85
SEMI-MONTHLY	1,893.00	1,956.08	2,019.17	2,082.25	2,145.33	2,208.42	2,271.50	2,334.58	2,397.67	2,460.75		2,523.83	2,586.92
BI-WEEKLY	1,747.38	1,805.62	1,863.86	1,922.08	1,980.31	2,038.54	2,096.77	2,155.00	2,213.23	2,271.46		2,329.69	2,387.92
ANNUAL	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	1,514.00	60,572.00	62,086.00

There are no step increases for FY12, all current and future increment dates will be advanced one year

	Minimum	Control	Maximum
SEMI-MONTHLY	2,079.83	2,357.21	2,703.88
BI-WEEKLY	1,919.85	2,175.88	2,495.88
ANNUAL	49,916.00	56,573.00	64,893.00
SEMI-MONTHLY	2,492.71	2,825.04	3,500.08
BI-WEEKLY	2,300.96	2,607.73	3,230.85
ANNUAL	59,825.00	67,801.00	84,002.00
SEMI-MONTHLY	2,964.25	3,359.46	4,399.33
BI-WEEKLY	2,736.23	3,101.04	4,060.92
ANNUAL	71,142.00	80,627.00	105,584.00
SEMI-MONTHLY	3,502.83	3,969.88	5,480.33
BI-WEEKLY	3,233.38	3,664.50	5,058.77
ANNUAL	84,088.00	95,277.00	131,528.00
SEMI-MONTHLY	4,120.17	4,669.50	6,776.79
BI-WEEKLY	3,803.23	4,310.31	6,255.50
ANNUAL	98,884.00	112,068.00	162,843.00

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2012 METRO PUBLIC SAFETY PAY TABLE

Use for Calculation Purposes Only

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
PS01	HOURLY	14.76	15.25	15.74	16.23	16.72	17.21	18.20	18.69	19.18	19.67	20.17
	SEMI-MONTHLY	1,278.79	1,321.42	1,364.04	1,406.67	1,449.29	1,491.92	1,577.17	1,619.79	1,662.42	1,705.04	1,747.67
	MONTHLY	2,557.58	2,642.83	2,728.08	2,813.33	2,898.58	2,983.83	3,154.33	3,195.67	3,236.58	3,321.83	3,407.08
PS02	HOURLY	16.45	16.99	17.54	18.09	18.64	19.19	20.28	20.83	21.38	21.93	22.48
	SEMI-MONTHLY	1,425.33	1,472.83	1,520.33	1,567.83	1,615.33	1,662.83	1,757.83	1,805.33	1,852.83	1,900.33	1,947.83
	MONTHLY	2,850.67	2,945.67	3,040.67	3,135.67	3,230.67	3,325.67	3,515.67	3,610.67	3,705.67	3,800.67	3,895.67
PS03	HOURLY	18.28	18.88	19.49	20.10	20.71	21.32	22.54	23.15	23.76	24.37	24.98
	SEMI-MONTHLY	1,583.83	1,636.63	1,689.42	1,742.21	1,795.00	1,847.79	1,953.33	2,006.17	2,058.96	2,111.75	2,164.54
	MONTHLY	3,167.67	3,273.25	3,378.83	3,484.42	3,589.00	3,694.58	3,908.67	4,012.33	4,115.92	4,223.50	4,329.08
PS04	HOURLY	20.24	20.92	21.59	22.26	22.94	23.61	24.96	25.64	26.31	26.99	27.66
	SEMI-MONTHLY	1,784.26	1,812.71	1,841.17	1,869.62	1,898.08	1,926.54	2,046.54	2,106.54	2,166.54	2,226.54	2,286.54
	MONTHLY	3,568.52	3,625.42	3,682.33	3,739.25	3,806.17	3,873.08	4,093.08	4,213.08	4,333.08	4,453.08	4,573.08
PS05	HOURLY	22.36	23.10	23.85	24.59	25.34	26.08	27.57	28.32	29.06	29.81	30.55
	SEMI-MONTHLY	1,937.67	2,002.25	2,066.83	2,131.42	2,196.00	2,260.58	2,389.75	2,454.33	2,518.92	2,583.50	2,648.08
	MONTHLY	3,875.33	4,004.50	4,133.67	4,262.83	4,392.00	4,521.17	4,779.50	4,908.67	5,037.83	5,167.00	5,296.17
PS06	HOURLY	24.62	25.44	26.26	27.08	27.90	28.72	30.37	31.19	32.01	32.83	33.65
	SEMI-MONTHLY	2,133.79	2,204.92	2,276.04	2,347.17	2,418.29	2,489.42	2,631.67	2,702.79	2,773.92	2,845.04	2,916.17
	MONTHLY	4,267.58	4,409.83	4,552.08	4,694.33	4,836.58	4,978.83	5,263.33	5,405.58	5,547.83	5,690.08	5,832.33
PS07	HOURLY	27.05	27.95	28.85	29.76	30.66	31.56	33.36	34.27	35.17	36.07	36.97
	SEMI-MONTHLY	2,344.38	2,422.54	2,500.71	2,578.88	2,657.04	2,735.21	2,891.54	2,969.71	3,047.88	3,126.04	3,204.21
	MONTHLY	4,688.75	4,845.08	5,001.42	5,157.75	5,314.08	5,470.42	5,783.08	5,939.42	6,095.75	6,252.08	6,408.42
PS08	HOURLY	33.50	34.58	35.66	36.75	37.83	38.91	39.99	41.07	42.15	43.23	44.31
	SEMI-MONTHLY	2,809.92	2,903.58	2,997.25	3,090.92	3,184.58	3,278.25	3,465.58	3,559.25	3,652.92	3,746.58	3,840.25
	MONTHLY	5,619.83	5,807.17	5,994.50	6,181.83	6,369.17	6,556.50	7,131.17	7,262.50	7,449.83	7,637.17	7,824.50

There are no step increases for FY12, all current and future increment dates will be advanced one year

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2012 METRO PUBLIC SAFETY PAY TABLE

	Minimum	Control	Maximum
PS09			
HOURLY	38.55	43.64	60.14
SEMI-MONTHLY	3,341.21	3,782.17	5,212.21
MONTHLY	6,682.42	7,564.33	10,424.42
ANNUAL	80,189.00	90,772.00	125,093.00
PS10			
HOURLY	45.56	51.57	74.70
SEMI-MONTHLY	3,948.42	4,463.54	6,474.33
MONTHLY	7,896.83	8,927.08	12,948.67
ANNUAL	94,762.00	107,259.00	155,384.00
PS11			
HOURLY	53.59	60.66	91.09
SEMI-MONTHLY	4,644.33	5,257.29	7,894.17
MONTHLY	9,288.67	10,514.58	15,788.33
ANNUAL	111,464.00	126,175.00	189,460.00

Note: Steps may vary slightly due to rounding



FISCAL YEAR 2012 CORRECTIONAL OFFICER PAY TABLE

GRADE	Use for Calculation Purposes Only											
	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
HOURLY	14.59	15.08	15.56	16.05	16.54	17.02	17.51	18.00	18.48	18.97	19.46	19.94
SEMI-MONTHLY	1,264.54	1,306.71	1,348.88	1,391.04	1,433.21	1,475.38	1,517.54	1,559.71	1,601.88	1,644.04	1,686.21	1,728.38
BI-WEEKLY	1,167.27	1,206.19	1,245.12	1,284.04	1,322.96	1,361.88	1,400.81	1,439.73	1,478.65	1,517.58	1,556.50	1,595.42
ANNUAL	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	40,469.00	41,481.00
CO01										1,012.00		
HOURLY	16.21	16.75	17.29	17.83	18.38	18.92	19.46	20.00	20.54	21.08	21.62	22.16
SEMI-MONTHLY	1,405.17	1,452.00	1,498.83	1,545.67	1,592.50	1,639.33	1,686.17	1,733.00	1,779.83	1,826.67	1,873.50	1,920.33
BI-WEEKLY	1,297.08	1,340.31	1,383.54	1,426.77	1,470.00	1,513.23	1,556.46	1,599.69	1,642.92	1,686.15	1,729.38	1,772.62
ANNUAL	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	44,964.00	46,088.00
CO02												
HOURLY	17.96	18.56	19.15	19.75	20.35	20.95	21.55	22.15	22.75	23.34	23.94	24.54
SEMI-MONTHLY	1,556.29	1,608.17	1,660.04	1,711.92	1,763.79	1,815.67	1,867.54	1,919.42	1,971.29	2,023.17	2,075.04	2,126.92
BI-WEEKLY	1,436.58	1,484.46	1,532.35	1,580.23	1,628.12	1,676.00	1,723.88	1,771.77	1,819.65	1,867.54	1,915.42	1,963.31
ANNUAL	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	49,801.00	51,046.00
CO03												
HOURLY	19.84	20.50	21.16	21.82	22.48	23.14	23.80	24.46	25.12	25.78	26.45	27.11
SEMI-MONTHLY	1,719.04	1,776.33	1,833.63	1,890.92	1,948.21	2,005.50	2,062.79	2,120.08	2,177.38	2,234.67	2,291.96	2,349.25
BI-WEEKLY	1,586.81	1,639.69	1,692.58	1,745.46	1,798.35	1,851.23	1,904.12	1,957.00	2,009.88	2,062.77	2,115.65	2,168.54
ANNUAL	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	55,007.00	56,382.00
CO04												

There are no step increases for FY12, all current and future increment dates will be advanced one year

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2012 EMERGENCY TELECOMMUNICATIONS PAY TABLE

GRADE	Use for Calculation Purposes Only											
	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
HOURLY	13.09	13.53	13.96	14.40	14.84	15.27	15.71	16.15	16.58	17.02	17.45	17.89
SEMI-MONTHLY	1,134.42	1,172.25	1,210.08	1,247.92	1,285.75	1,323.58	1,361.42	1,399.25	1,437.08	1,474.92	1,512.75	1,550.58
BI-WEEKLY	1,047.15	1,082.08	1,117.00	1,151.92	1,186.85	1,221.77	1,256.69	1,291.62	1,326.54	1,361.46	1,396.38	1,431.31
ANNUAL	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	36,306.00	37,214.00
HOURLY	14.59	15.08	15.56	16.05	16.54	17.02	17.51	18.00	18.48	18.97	19.46	19.94
SEMI-MONTHLY	1,264.54	1,306.71	1,348.88	1,391.04	1,433.21	1,475.38	1,517.54	1,559.71	1,601.88	1,644.04	1,686.21	1,728.38
BI-WEEKLY	1,167.27	1,206.19	1,245.12	1,284.04	1,322.96	1,361.88	1,400.81	1,439.73	1,478.65	1,517.58	1,556.50	1,595.42
ANNUAL	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	40,469.00	41,481.00
HOURLY	17.96	18.56	19.15	19.75	20.35	20.95	21.55	22.15	22.75	23.34	23.94	24.54
SEMI-MONTHLY	1,556.29	1,608.17	1,660.04	1,711.92	1,763.79	1,815.67	1,867.54	1,919.42	1,971.29	2,023.17	2,075.04	2,126.92
BI-WEEKLY	1,436.58	1,484.46	1,532.35	1,580.23	1,628.12	1,676.00	1,723.88	1,771.77	1,819.65	1,867.54	1,915.42	1,963.31
ANNUAL	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	49,801.00	51,046.00
HOURLY	19.84	20.50	21.16	21.82	22.48	23.14	23.80	24.46	25.12	25.78	26.45	27.11
SEMI-MONTHLY	1,719.04	1,776.33	1,833.63	1,890.92	1,948.21	2,005.50	2,062.79	2,120.08	2,177.38	2,234.67	2,291.96	2,349.25
BI-WEEKLY	1,566.81	1,639.69	1,692.58	1,745.46	1,798.35	1,851.23	1,904.12	1,957.00	2,009.88	2,062.77	2,115.65	2,168.54
ANNUAL	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	55,007.00	56,382.00
HOURLY	21.84	22.57	23.30	24.03	24.75	25.48	26.21	26.94	27.67	28.39	29.12	29.85
SEMI-MONTHLY	1,893.00	1,956.08	2,019.17	2,082.25	2,145.33	2,208.42	2,271.50	2,334.58	2,397.67	2,460.75	2,523.83	2,586.92
BI-WEEKLY	1,747.38	1,805.62	1,863.85	1,922.08	1,980.31	2,038.54	2,096.77	2,155.00	2,213.23	2,271.46	2,329.69	2,387.92
ANNUAL	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	60,572.00	62,086.00
HOURLY	24.00	24.80	25.60	26.40	27.20	28.00	28.80	29.60	30.40	31.20	32.00	32.80
SEMI-MONTHLY	2,079.83	2,149.17	2,218.50	2,287.83	2,357.17	2,426.50	2,495.83	2,565.17	2,634.50	2,703.83	2,773.17	2,842.50
BI-WEEKLY	1,919.85	1,983.85	2,047.85	2,111.85	2,175.85	2,239.85	2,303.85	2,367.85	2,431.85	2,495.85	2,559.85	2,623.85
ANNUAL	49,916.00	51,590.00	53,264.00	54,938.00	56,612.00	58,286.00	59,960.00	61,634.00	63,308.00	64,982.00	66,656.00	68,330.00

There are no step increases for FY12, all current and future increment dates will be advanced one year

	Minimum	Control	Maximum
SEMI-MONTHLY	2,492.71	2,925.04	3,500.08
BI-WEEKLY	2,300.96	2,607.73	3,230.85
ANNUAL	59,825.00	67,801.00	84,002.00
SEMI-MONTHLY	2,964.25	3,359.46	4,399.29
BI-WEEKLY	2,736.23	3,101.04	4,060.88
ANNUAL	71,142.00	80,627.00	105,583.00

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2012 SPECIAL PAY TABLE

		Minimum	Maximum		Minimum	Maximum
Council Member				Judicial Services		
BI-WEEKLY	576.92			BI-WEEKLY	1,379.04	1,792.58
ANNUAL	15,000.00			ANNUAL JS01	35,855.00	46,607.00
Metro Mayor				BI-WEEKLY	1,777.00	2,081.50
BI-WEEKLY	5,250.00			ANNUAL JS02	46,202.00	54,119.00
ANNUAL	136,500.00			BI-WEEKLY	1,878.58	2,183.42
Vice Mayor				ANNUAL JS03	48,843.00	56,769.00
BI-WEEKLY	653.85			School Patrol		
ANNUAL	17,000.00			Hourly SP1	1st 9.41	2nd 9.72
						3rd 10.03
Directors Pay		Minimum	Maximum	Hourly SS1	10.82	11.16
BI-WEEKLY	1,919.85		4,049.08	There are no step increases for FY12, all current and future increment dates will be advanced one year		11.53
SEMI-MONTHLY	2,079.83		4,386.50			
MONTHLY	4,159.67		8,773.00			
ANNUAL	49,916.00		105,276.00			
BI-WEEKLY	3,233.38		6,237.35	Board of Education Member		
SEMI-MONTHLY	3,502.83		6,757.13	BI-WEEKLY	538.46	
MONTHLY	7,005.67		13,514.25	ANNUAL BE	14,000.00	
ANNUAL	84,068.00		162,171.00			
BI-WEEKLY	4,422.81		8,872.15			
SEMI-MONTHLY	4,791.38		9,611.50			
MONTHLY	9,582.75		19,223.00			
ANNUAL	114,993.00		230,676.00			
Public Defender						
BI-WEEKLY	5,447.69					
PD	141,640.00					
BI-WEEKLY	1,747.38		3,127.62			
ANNUAL	45,432.00		81,318.00			
BI-WEEKLY	2,736.23		5,044.12			
ANNUAL	71,142.00		131,147.00			

Note: Steps may vary slightly due to rounding

FY2012 PART TIME -SEASONAL PAY TABLE

FY2010	Part-Time/Seasonal	Open Range
09020	Part-Time/Seasonal	7.25 11.89
09100	Part-Time Worker 1	7.25 13.27
09101	Part-Time Worker 2	7.25 14.33
09102	Part-Time Worker 3	7.25 10.61
09103	Seasonal Worker 1	7.25 11.14
09104	Seasonal Worker 2	7.25 13.27
09105	Seasonal Worker 3	7.25 13.79
09106	Seasonal Worker 4	7.25 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	

Note: steps may vary slightly due to rounding

## 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.

### 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.

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.

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:

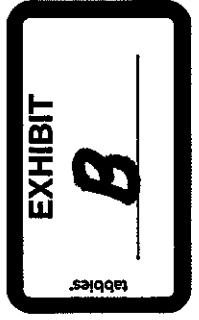
Bonuses are a way to grant employees a pay increase without permanently increasing base pay. A lump-sum bonus as authorized by the Civil Service Commission, if applicable, and approved by the Department of Finance may be paid to employees up to a maximum of the equivalent of a two step increase from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



## EXPLANATION OF PAY CALCULATIONS

<p>Pay scales under SR and PS charts are based on annual salary. The monthly, semi-monthly, and bi-weekly rates are calculated by dividing the annual rate by 12, 24, and 26, respectively. Hourly Rates are approximate and are calculated assuming that an employee works a 40 hour week.</p>	<p>SR/PS</p>	<p>When an employee on the SR or PS schedule is promoted to a higher pay grade, the new salary is generally calculated by first determining the employee's "promotional step" - moving forward two steps in the current range. The new pay rate is established by slotting the employee into the step in the new range that is closest to, but not less than, the employee's promotional step.</p>
<p>Pay scales under the TG, TL, and TS are based on an hourly rate. The annual figure assumes that an employee works a 40 hour work week. The monthly, semi-monthly, and bi-weekly rates are calculated by dividing the annual rate by 12, 24, and 26 respectively.</p>	<p>TLS</p>	<p>When an employee on the TLS schedule is promoted to a higher pay grade, the employee's pay will be adjusted to the step in the new pay grade which is closest to a 6% increase, but not less than a 5% increase.</p>
<p>Employees in positions eligible for Open Range pay may be compensated at any salary between the established minimum and maximum for their pay range. Employees' actual pay is based on an annual salary. The monthly, semi-monthly, and bi-weekly rates are calculated by dividing the annual rate by 12, 24 and 26 respectively. Hourly rates are approximate and are calculated assuming that an employee works a 40 hour week.</p>	<p>Open Range</p>	<p>Employees eligible for the Open Range pay plan may receive up to 15% increase over their current salary when promoted to a higher pay grade. Increases of more than 10% require justification from the Appointing Authority.</p>
	<p>Reclassifications</p>	<p>Employees on any pay schedule who are reclassified are slotted into the new pay grade at the step which is closest to, but not less than, their current pay.</p>
	<p>Living Wage</p>	<p>New full-time employees will be hired at a step in the pay grade that is closest to the living wage rate if the base rate for the classification is below the Living Wage rate. The Human Resources Director will periodically conduct a review of the Living Wage rate and recommend adjustments to the Civil Service Commission.</p>







FISCAL YEAR 2013 STANDARD RANGE PAY TABLE

Standard Range FY12 GRADE	Use for Calculation Purposes Only											
	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
HOURLY	7.72	7.98	8.23	8.49	8.75	9.01	9.26	9.52	9.78	10.03	10.29	10.55
SEMI-MONTHLY	669.00	691.29	713.58	735.88	758.17	780.46	802.75	825.04	847.33	869.63	891.92	914.21
BI-WEEKLY	617.54	638.12	658.69	679.27	699.85	720.42	741.00	761.58	782.15	802.73	823.31	843.88
ANNUAL	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	21,406.00	21,941.00
Steps										535.00		
HOURLY	8.50	8.78	9.06	9.35	9.63	9.91	10.20	10.48	10.76	11.04	11.33	11.61
SEMI-MONTHLY	736.33	760.88	785.42	809.96	834.50	859.04	883.58	908.13	932.67	957.21	981.75	1,006.29
BI-WEEKLY	679.69	702.35	725.00	747.65	770.31	792.96	815.62	838.27	860.92	883.58	906.23	928.88
ANNUAL	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	23,562.00	24,151.00
Steps										589.00		
HOURLY	9.55	9.87	10.19	10.51	10.82	11.14	11.46	11.78	12.10	12.42	12.73	13.05
SEMI-MONTHLY	827.75	855.33	882.92	910.50	938.08	965.67	993.25	1,020.83	1,048.42	1,076.00	1,103.58	1,131.17
BI-WEEKLY	764.08	789.54	815.00	840.46	865.92	891.38	916.85	942.31	967.77	993.23	1,018.69	1,044.15
ANNUAL	19,865.00	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	26,486.00	27,148.00
Steps										662.00		
HOURLY	10.42	10.77	11.12	11.47	11.81	12.16	12.51	12.86	13.20	13.55	13.90	14.25
SEMI-MONTHLY	903.29	933.42	963.54	993.67	1,023.79	1,053.92	1,084.04	1,114.17	1,144.29	1,174.42	1,204.54	1,234.67
BI-WEEKLY	833.81	861.62	889.42	917.23	945.04	972.85	1,000.65	1,028.46	1,056.27	1,084.08	1,111.88	1,139.69
ANNUAL	21,673.00	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	28,909.00	29,632.00
Steps										723.00		
HOURLY	11.70	12.09	12.48	12.87	13.26	13.65	14.04	14.43	14.82	15.21	15.60	15.99
SEMI-MONTHLY	1,014.00	1,047.79	1,081.58	1,115.38	1,149.17	1,182.96	1,216.75	1,250.54	1,284.33	1,318.13	1,351.92	1,385.71
BI-WEEKLY	936.00	967.19	998.38	1,029.58	1,060.77	1,091.96	1,123.15	1,154.35	1,185.54	1,216.73	1,247.92	1,279.12
ANNUAL	24,335.00	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	32,446.00	33,257.00
Steps										811.00		
HOURLY	13.09	13.53	13.96	14.40	14.84	15.27	15.71	16.15	16.58	17.02	17.45	17.89
SEMI-MONTHLY	1,134.42	1,172.25	1,210.08	1,247.92	1,285.75	1,323.58	1,361.42	1,399.25	1,437.08	1,474.92	1,512.75	1,550.58
BI-WEEKLY	1,047.15	1,082.08	1,117.00	1,151.92	1,186.85	1,221.77	1,256.69	1,291.62	1,326.54	1,361.46	1,396.38	1,431.31
ANNUAL	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	36,306.00	37,214.00
Steps										908.00		
HOURLY	14.59	15.08	15.58	16.05	16.54	17.02	17.51	18.00	18.48	18.97	19.46	19.94
SEMI-MONTHLY	1,264.54	1,305.71	1,346.88	1,388.05	1,429.22	1,470.39	1,511.56	1,552.73	1,593.90	1,635.07	1,676.24	1,717.41
BI-WEEKLY	1,167.27	1,206.19	1,245.12	1,284.04	1,322.96	1,361.88	1,400.81	1,439.73	1,478.65	1,517.58	1,556.50	1,595.42
ANNUAL	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	40,469.00	41,481.00
Steps										1,012.00		

Move to next step after 1 year. Move to next step after 2 years. Move to next step after 3 years. Move to next step after 4 years. Move to next step after 5 years. Move to next step after 6 years. Move to next step after 7 years. Move to next step after 8 years. Move to next step after 9 years. Move to next step after 10 years.

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2013 STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2012

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Steps	11th	12th
HOURLY	16.21	16.75	17.29	17.83	18.38	18.92	19.46	20.00	20.54	21.08		21.62	22.16
SEMI-MONTHLY	1,405.17	1,452.00	1,498.83	1,545.67	1,592.50	1,639.33	1,686.17	1,733.00	1,779.83	1,826.67		1,873.50	1,920.33
BI-WEEKLY	1,297.08	1,340.31	1,383.54	1,426.77	1,470.00	1,513.23	1,556.46	1,599.69	1,642.92	1,686.15		1,729.38	1,772.62
ANNUAL	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	1,124.00	44,964.00	46,088.00
HOURLY	17.96	18.56	19.15	19.75	20.35	20.95	21.55	22.15	22.75	23.34		23.94	24.54
SEMI-MONTHLY	1,556.29	1,608.17	1,660.04	1,711.92	1,763.79	1,815.67	1,867.54	1,919.42	1,971.29	2,023.17		2,075.04	2,126.92
BI-WEEKLY	1,436.58	1,484.46	1,532.35	1,580.23	1,628.12	1,676.00	1,723.88	1,771.77	1,819.65	1,867.54		1,915.42	1,963.31
ANNUAL	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	1,245.00	49,801.00	51,046.00
HOURLY	19.84	20.50	21.16	21.82	22.48	23.14	23.80	24.46	25.12	25.78		26.45	27.11
SEMI-MONTHLY	1,719.04	1,776.33	1,833.63	1,890.92	1,948.21	2,005.50	2,062.79	2,120.08	2,177.38	2,234.67		2,291.96	2,349.25
BI-WEEKLY	1,586.81	1,639.69	1,692.58	1,745.46	1,798.35	1,851.23	1,904.12	1,957.00	2,009.88	2,062.77		2,115.65	2,168.54
ANNUAL	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	1,375.00	55,007.00	56,382.00
HOURLY	21.84	22.57	23.30	24.03	24.75	25.48	26.21	26.94	27.67	28.39		29.12	29.85
SEMI-MONTHLY	1,893.00	1,956.08	2,019.17	2,082.25	2,145.33	2,208.42	2,271.50	2,334.58	2,397.67	2,460.75		2,523.83	2,586.92
BI-WEEKLY	1,747.38	1,805.62	1,863.85	1,922.08	1,980.31	2,038.54	2,096.77	2,155.00	2,213.23	2,271.46		2,329.69	2,387.92
ANNUAL	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	1,514.00	60,572.00	62,086.00

Moves to next step after 1 year  
 Moves to next step after 2 years  
 Moves to next step after 3 years  
 Moves to next step after 4 years  
 Moves to next step after 5 years  
 Moves to next step after 6 years  
 Moves to next step after 7 years  
 Moves to next step after 8 years  
 Moves to next step after 9 years  
 Moves to next step after 10 years

Grade	Minimum	Control	Maximum
SR12	2,079.83	2,357.21	2,703.88
SR13	1,919.85	2,175.88	2,495.88
SR14	49,916.00	56,573.00	64,893.00
SR15	2,492.71	2,825.04	3,500.08
SR16	2,300.96	2,607.73	3,230.85
SR17	59,825.00	67,801.00	84,002.00
SR18	2,984.25	3,359.46	4,399.33
SR19	2,736.23	3,101.04	4,060.92
SR20	71,142.00	80,627.00	105,584.00
SR21	3,502.83	3,969.88	5,480.33
SR22	3,233.38	3,664.50	5,058.77
SR23	84,068.00	95,277.00	131,528.00
SR24	4,120.17	4,669.50	6,776.79
SR25	3,803.23	4,310.31	6,255.50
SR26	98,884.00	112,068.00	162,643.00

Note: Steps may vary slightly due to rounding



FISCAL YEAR 2013 METRO PUBLIC SAFETY PAY TABLE

EFFECTIVE 7/1/2012

	Minimum	Control	Maximum
PS09			
HOURLY	39.55	43.64	60.14
SEMI-MONTHLY	3,341.21	3,782.17	5,412.21
MONTHLY	6,682.42	7,564.33	10,824.42
ANNUAL	80,189.00	90,772.00	125,093.00
PS10			
HOURLY	45.56	51.57	74.70
SEMI-MONTHLY	3,946.42	4,469.54	6,474.33
MONTHLY	7,892.83	8,939.08	12,948.67
ANNUAL	94,762.00	107,269.00	155,384.00
PS11			
HOURLY	53.53	60.66	91.09
SEMI-MONTHLY	4,644.33	5,257.29	7,894.17
MONTHLY	9,288.67	10,514.58	15,788.33
ANNUAL	111,664.00	126,175.00	189,460.00

Open Range

Open Range

Open Range

Note: Steps may vary slightly due to rounding

EFFECTIVE 7/1/2012

FISCAL YEAR 2013 CORRECTIONAL OFFICER PAY TABLE

GRADE	Use for Calculation Purposes Only											
	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
HOURLY	14.59	15.08	15.56	16.05	16.54	17.02	17.51	18.00	18.48	18.97	19.46	19.94
SEMI-MONTHLY	1,264.54	1,306.71	1,348.88	1,391.04	1,433.21	1,475.38	1,517.54	1,559.71	1,601.88	1,644.04	1,686.21	1,728.38
BI-WEEKLY	1,167.27	1,206.19	1,245.12	1,284.04	1,322.96	1,361.88	1,400.81	1,439.73	1,478.65	1,517.58	1,556.50	1,595.42
ANNUAL	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	40,469.00	41,481.00
HOURLY	16.21	16.75	17.29	17.83	18.38	18.92	19.46	20.00	20.54	21.08	21.62	22.16
SEMI-MONTHLY	1,405.17	1,452.00	1,498.83	1,545.67	1,592.50	1,639.33	1,686.17	1,733.00	1,779.83	1,826.67	1,873.50	1,920.33
BI-WEEKLY	1,297.08	1,340.31	1,383.54	1,426.77	1,470.00	1,513.23	1,556.46	1,599.69	1,642.92	1,686.15	1,729.38	1,772.62
ANNUAL	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	44,964.00	46,088.00
HOURLY	17.96	18.56	19.15	19.75	20.35	20.95	21.55	22.15	22.75	23.34	23.94	24.54
SEMI-MONTHLY	1,556.29	1,608.17	1,660.04	1,711.92	1,763.79	1,815.67	1,867.54	1,919.42	1,971.29	2,023.17	2,075.04	2,126.92
BI-WEEKLY	1,436.58	1,484.46	1,532.35	1,580.23	1,628.12	1,676.00	1,723.88	1,771.77	1,819.65	1,867.54	1,915.42	1,963.31
ANNUAL	37,351.00	39,596.00	39,841.00	41,086.00	42,331.00	43,576.00	44,821.00	46,066.00	47,311.00	48,556.00	49,801.00	51,046.00
HOURLY	19.84	20.50	21.16	21.82	22.48	23.14	23.80	24.46	25.12	25.78	26.45	27.11
SEMI-MONTHLY	1,719.04	1,776.33	1,833.63	1,890.92	1,948.21	2,005.50	2,062.79	2,120.08	2,177.38	2,234.67	2,291.96	2,349.25
BI-WEEKLY	1,596.81	1,639.69	1,692.58	1,745.46	1,798.35	1,851.23	1,904.12	1,957.00	2,009.88	2,062.77	2,115.65	2,168.54
ANNUAL	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	55,007.00	56,382.00

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 Move to next step after 1 Year

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2013 EMERGENCY TELECOMMUNICATIONS PAY TABLE

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	Use for Calculation Purposes Only			12th
										10th	11th	Steps	
HOURLY	13.09	13.53	13.96	14.40	14.84	15.27	15.71	16.15	16.58	17.02	17.45	17.89	17.89
SEMI-MONTHLY	1,134.42	1,172.25	1,210.08	1,247.92	1,285.75	1,323.58	1,361.42	1,399.25	1,437.08	1,474.92	1,512.75	1,550.58	1,550.58
BI-WEEKLY	1,047.15	1,082.08	1,117.00	1,151.92	1,186.85	1,221.77	1,256.69	1,291.62	1,326.54	1,361.46	1,396.38	1,431.31	1,431.31
ANNUAL	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	36,306.00	37,214.00	37,214.00
HOURLY	14.59	15.08	15.56	16.05	16.54	17.02	17.51	18.00	18.48	18.97	19.46	19.94	19.94
SEMI-MONTHLY	1,264.54	1,306.71	1,348.88	1,391.04	1,433.21	1,475.38	1,517.54	1,559.71	1,601.88	1,644.04	1,686.21	1,728.38	1,728.38
BI-WEEKLY	1,167.27	1,206.19	1,245.12	1,284.04	1,322.96	1,361.88	1,400.81	1,439.73	1,478.65	1,517.58	1,556.50	1,595.42	1,595.42
ANNUAL	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	40,469.00	41,481.00	41,481.00
HOURLY	17.96	18.56	19.15	19.75	20.35	20.95	21.55	22.15	22.75	23.34	23.94	24.54	24.54
SEMI-MONTHLY	1,556.29	1,608.17	1,660.04	1,711.92	1,763.79	1,815.67	1,867.54	1,919.42	1,971.29	2,023.17	2,075.04	2,126.92	2,126.92
BI-WEEKLY	1,436.58	1,494.46	1,532.35	1,580.23	1,628.12	1,676.00	1,723.88	1,771.77	1,819.65	1,867.54	1,915.42	1,963.31	1,963.31
ANNUAL	37,351.00	38,556.00	39,841.00	41,086.00	42,331.00	43,576.00	44,821.00	46,066.00	47,311.00	48,556.00	49,801.00	51,046.00	51,046.00
HOURLY	19.84	20.50	21.16	21.82	22.48	23.14	23.80	24.46	25.12	25.78	26.45	27.11	27.11
SEMI-MONTHLY	1,719.04	1,776.33	1,833.63	1,890.92	1,948.21	2,005.50	2,062.79	2,120.08	2,177.38	2,234.67	2,291.96	2,349.25	2,349.25
BI-WEEKLY	1,586.81	1,639.69	1,692.58	1,745.46	1,798.35	1,851.23	1,904.12	1,957.00	2,009.88	2,062.77	2,115.65	2,168.54	2,168.54
ANNUAL	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	55,007.00	56,382.00	56,382.00
HOURLY	21.84	22.57	23.30	24.03	24.75	25.48	26.21	26.94	27.67	28.39	29.12	29.85	29.85
SEMI-MONTHLY	1,893.00	1,955.08	2,015.17	2,082.25	2,145.33	2,208.42	2,271.50	2,334.58	2,397.67	2,460.75	2,523.83	2,586.92	2,586.92
BI-WEEKLY	1,747.38	1,805.62	1,863.85	1,922.08	1,980.31	2,038.54	2,096.77	2,155.00	2,213.23	2,271.46	2,329.69	2,387.92	2,387.92
ANNUAL	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	60,572.00	62,086.00	62,086.00
HOURLY	24.00	24.80	25.60	26.40	27.20	28.00	28.80	29.60	30.40	31.20	32.00	32.80	32.80
SEMI-MONTHLY	2,076.83	2,149.17	2,216.50	2,287.83	2,357.17	2,426.50	2,495.83	2,565.17	2,634.50	2,703.83	2,773.17	2,842.50	2,842.50
BI-WEEKLY	1,919.85	1,993.85	2,074.85	2,151.85	2,233.85	2,315.85	2,397.85	2,479.85	2,561.85	2,643.85	2,725.85	2,807.85	2,807.85
ANNUAL	49,816.00	51,580.00	53,344.00	55,108.00	56,872.00	58,636.00	60,400.00	62,164.00	63,928.00	65,692.00	67,456.00	69,220.00	69,220.00

Minimum: 1st Step, 1st Year; 2nd Step, 2nd Year; 3rd Step, 3rd Year; 4th Step, 4th Year; 5th Step, 5th Year; 6th Step, 6th Year; 7th Step, 7th Year; 8th Step, 8th Year; 9th Step, 9th Year; 10th Step, 10th Year; 11th Step, 11th Year; 12th Step, 12th Year.

Minimum

Current

Maximum

SEMI-MONTHLY	2,492.71	2,825.04	3,157.37	3,489.70	3,822.03	4,154.36	4,486.69	4,819.02	5,151.35	5,483.68	5,816.01	6,148.34	6,148.34
BI-WEEKLY	2,300.96	2,607.73	2,914.50	3,221.27	3,528.04	3,834.81	4,141.58	4,448.35	4,755.12	5,061.89	5,368.66	5,675.43	5,675.43
ANNUAL	58,823.00	67,801.00	76,779.00	85,757.00	94,735.00	103,713.00	112,691.00	121,669.00	130,647.00	139,625.00	148,603.00	157,581.00	157,581.00
SEMI-MONTHLY	2,964.25	3,359.48	3,754.71	4,149.94	4,545.17	4,940.40	5,335.63	5,730.86	6,126.09	6,521.32	6,916.55	7,311.78	7,311.78
BI-WEEKLY	2,736.23	3,161.04	3,585.85	4,010.66	4,435.47	4,860.28	5,285.09	5,709.90	6,134.71	6,559.52	6,984.33	7,409.14	7,409.14
ANNUAL	71,442.00	80,627.00	89,812.00	98,997.00	108,182.00	117,367.00	126,552.00	135,737.00	144,922.00	154,107.00	163,292.00	172,477.00	172,477.00

Note: Steps may vary slightly due to rounding

EFFECTIVE 7/1/2012

FISCAL YEAR 2013 SPECIAL PAY TABLE

				Minimum	Maximum		Minimum	Maximum
Council Member						Judicial Services		
BI-WEEKLY	576.92					BI-WEEKLY	1,379.04	1,792.58
ANNUAL	15,000.00					ANNUAL	35,855.00	46,607.00
Metro Mayor						JS01		
BI-WEEKLY	5,250.00					BI-WEEKLY	1,777.00	2,081.50
ANNUAL	136,500.00					ANNUAL	46,202.00	54,119.00
						JS02		
Vice Mayor						BI-WEEKLY	1,878.58	2,183.42
BI-WEEKLY	653.85					ANNUAL	46,843.00	56,769.00
ANNUAL	17,000.00							
						School Patrol		
				Minimum	Maximum	Hourly	1st	2nd
Directors Pay						Hourly	9.41	9.72
BI-WEEKLY	1,919.85			4,049.08		Hourly	10.82	11.16
SEMI-MONTHLY	2,079.83			4,386.50				
MONTHLY	4,159.67			8,773.00				
ANNUAL	49,916.00			105,276.00				
BI-WEEKLY	3,233.38			6,237.35				
SEMI-MONTHLY	3,502.83			6,757.13				
MONTHLY	7,005.67			13,514.25				
ANNUAL	84,068.00			162,171.00				
BI-WEEKLY	4,422.81			8,872.15				
SEMI-MONTHLY	4,791.38			9,611.50				
MONTHLY	9,582.75			19,223.00				
ANNUAL	114,993.00			230,676.00				
Public Defender						Board of Education Member		
BI-WEEKLY	5,447.69					BI-WEEKLY	538.46	
PD	141,640.00					ANNUAL	14,000.00	
BI-WEEKLY	1,747.38			3,127.62				
ANNUAL	45,432.00			81,318.00				
BI-WEEKLY	2,736.23			5,044.12				
ANNUAL	71,142.00			131,147.00				

Note: Steps may vary slightly due to rounding

FY2013 PART TIME -SEASONAL PAY TABLE

FY2010	Part-Time/Seasonal	Open Range
09100	Part-Time Worker 1	7.25 11.89
09101	Part-Time Worker 2	7.25 13.27
09102	Part-Time Worker 3	7.25 14.33
09103	Seasonal Worker 1	7.25 10.61
09104	Seasonal Worker 2	7.25 11.14
09105	Seasonal Worker 3	7.25 13.27
09106	Seasonal Worker 4	7.25 13.79
09107	Seasonal Worker 5	7.25 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

Note: steps may vary slightly due to rounding