

METROPOLITAN GOVERNMENT



Nashville and Davidson County

Pay Tables and Classifications for Public Safety

Effective 1/1/14



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 include minimum and maximum salaries only. Employees may be compensated anywhere within this range, subject to provisions in the Open Range policy.

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, CO 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 the employee works a 40 hour week. For employees in classifications that work more hours for their salary (e.g., those in the PS and CO scales), the hourly rate shown is not reflective of the actual hourly rate received.</p>	<p>SR/PS/CO</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>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>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 2014 TRADES AND LABOR PAY TABLE

TG-Worker Rates	*Use for Bonuses Only					TL-Leader Rates					*Use for Bonuses Only					TS-Supervisor Rates					*Use for Bonuses Only				
	Grade	1st	2nd	3rd	4th	5th	6th	Grade	1st	2nd	3rd	4th	5th	6th	7th	Grade	1st	2nd	3rd	4th	5th	6th	7th	8th	
HOURLY	IG01	8.91	10.21	10.61	11.01	11.42	11.82	IL01	10.78	11.22	11.64	12.09	12.55	13.00	13.46	IS01	16.94	16.64	17.26	17.95	18.68	19.36	20.04	20.72	
SEMI-MONTHLY	IG01	850.10	884.62	910.15	934.81	960.07	984.80	IL01	834.08	872.34	9,008.73	9,047.93	9,086.05	9,126.31	9,165.56	IS01	1,381.06	1,441.72	1,495.84	1,555.56	1,619.02	1,679.67	1,740.47	1,801.30	
BI-WEEKLY	IG01	784.71	816.58	848.45	881.18	913.92	946.79	IL01	862.24	897.55	931.14	967.32	1,004.36	1,039.67	1,074.83	IS01	1,274.83	1,330.82	1,380.78	1,435.90	1,491.48	1,550.47	1,609.47	1,668.47	
ANNUAL	IG01	20,402.40	21,231.04	22,059.68	22,910.71	23,761.75	24,590.38	IL01	22,418.01	23,336.22	24,209.66	25,150.27	26,113.29	27,031.50	27,912.14	IS01	33,145.50	34,801.22	35,900.16	37,333.48	38,853.38	40,312.10	41,846.98	43,371.62	
HOURLY	IG02	11.54	12.01	12.49	12.95	13.46	13.92	IL02	12.67	13.20	13.72	14.27	14.78	15.31	15.86	IS02	18.57	17.31	17.97	18.67	19.42	20.17	20.92	21.67	
SEMI-MONTHLY	IG02	993.03	929.41	965.81	1,003.14	1,040.46	1,076.86	IL02	979.81	1,016.95	1,050.05	1,083.84	1,114.04	1,144.04	1,174.17	IS02	1,436.12	1,500.50	1,557.43	1,618.09	1,685.41	1,747.79	1,811.51	1,875.18	
BI-WEEKLY	IG02	824.33	857.93	891.52	925.97	960.43	994.02	IL02	904.44	941.48	978.52	1,017.28	1,056.04	1,093.07	1,129.54	IS02	1,325.64	1,385.08	1,437.62	1,493.81	1,553.91	1,613.38	1,673.12	1,733.12	
ANNUAL	IG02	21,432.60	22,306.03	23,178.46	24,075.28	24,971.10	25,844.53	IL02	23,515.39	24,478.40	25,441.42	26,440.22	27,457.02	28,420.02	29,466.84	IS02	34,466.84	36,012.14	37,378.27	38,833.98	40,401.68	41,946.98	43,516.23	45,116.23	
HOURLY	IG03	11.54	12.01	12.49	12.95	13.46	13.92	IL03	12.67	13.20	13.72	14.27	14.78	15.31	15.86	IS03	17.46	18.14	18.90	19.60	20.34	21.02	21.70	22.38	
SEMI-MONTHLY	IG03	1,000.34	1,040.46	1,082.45	1,122.58	1,168.44	1,206.56	IL03	1,098.32	1,144.04	1,183.84	1,236.42	1,281.21	1,326.04	1,371.41	IS03	1,513.57	1,572.36	1,637.68	1,698.33	1,765.77	1,821.51	1,881.51	1,941.51	
BI-WEEKLY	IG03	923.39	960.43	999.19	1,036.23	1,076.71	1,113.75	IL03	1,013.83	1,056.04	1,097.38	1,141.31	1,182.66	1,224.37	1,265.14	IS03	1,397.14	1,451.41	1,511.70	1,567.69	1,627.12	1,681.38	1,739.12	1,797.12	
ANNUAL	IG03	24,008.09	24,971.10	25,978.81	26,941.02	27,954.51	28,957.53	IL03	26,339.63	27,457.02	28,532.00	29,674.18	30,749.37	31,846.55	32,909.57	IS03	36,325.68	37,736.60	39,304.29	40,761.01	42,305.30	43,716.23	45,143.81	46,643.81	
HOURLY	IG04	12.98	13.20	13.75	14.27	14.82	15.33	IL04	13.86	14.60	15.17	15.77	16.36	16.96	17.54	IS04	18.23	19.97	19.75	20.50	21.30	22.04	22.84	23.64	
SEMI-MONTHLY	IG04	1,009.25	1,144.04	1,191.64	1,236.42	1,284.01	1,328.81	IL04	1,210.30	1,285.35	1,314.81	1,367.07	1,417.46	1,472.51	1,521.18	IS04	1,578.82	1,644.21	1,711.40	1,778.72	1,845.77	1,910.16	1,974.42	2,038.68	
BI-WEEKLY	IG04	1,014.70	1,056.04	1,099.97	1,141.31	1,185.25	1,226.59	IL04	1,117.19	1,168.02	1,213.07	1,261.91	1,308.42	1,359.24	1,408.30	IS04	1,458.30	1,517.73	1,579.75	1,640.04	1,703.70	1,768.22	1,833.58	1,898.84	
ANNUAL	IG04	25,382.03	27,457.02	28,598.19	29,674.18	30,816.36	31,891.34	IL04	29,047.10	30,366.45	31,555.41	32,809.57	34,016.93	35,340.27	36,635.61	IS04	37,915.77	39,461.06	41,073.54	42,641.24	44,288.52	45,843.81	47,428.05	48,943.81	
HOURLY	IG05	13.31	14.10	14.69	15.28	15.93	16.42	IL05	14.89	15.50	16.11	16.81	17.39	18.01	18.61	IS05	19.01	19.78	20.63	21.37	22.18	22.94	23.74	24.54	
SEMI-MONTHLY	IG05	1,171.10	1,223.43	1,272.82	1,324.14	1,371.73	1,420.50	IL05	1,283.62	1,345.74	1,395.09	1,456.64	1,507.94	1,567.94	1,621.94	IS05	1,647.84	1,714.20	1,787.91	1,852.30	1,922.20	1,988.54	2,054.88	2,121.22	
BI-WEEKLY	IG05	1,081.02	1,128.39	1,174.90	1,222.28	1,265.21	1,305.08	IL05	1,190.41	1,240.37	1,288.81	1,344.80	1,391.11	1,421.18	1,451.18	IS05	1,521.18	1,582.33	1,650.39	1,709.82	1,774.42	1,835.58	1,894.84	1,954.10	
ANNUAL	IG05	28,106.40	29,338.25	30,547.81	31,778.37	32,821.55	33,912.14	IL05	30,950.73	32,240.68	33,403.64	34,599.55	35,768.91	36,956.65	38,150.65	IS05	39,599.65	41,140.73	42,906.99	44,455.29	46,104.54	47,728.05	49,311.79	50,931.79	
HOURLY	IG06	14.33	14.92	15.50	16.10	16.72	17.31	IL06	15.77	16.39	17.05	17.70	18.40	19.01	19.61	IS06	19.84	20.69	21.51	22.32	23.20	24.05	24.94	25.84	
SEMI-MONTHLY	IG06	1,242.02	1,293.34	1,343.74	1,395.06	1,446.18	1,500.50	IL06	1,367.07	1,420.26	1,478.25	1,534.10	1,584.76	1,647.94	1,707.94	IS06	1,719.79	1,793.52	1,864.43	1,934.42	2,010.94	2,084.06	2,161.17	2,241.27	
BI-WEEKLY	IG06	1,146.49	1,193.86	1,240.37	1,287.75	1,337.71	1,385.08	IL06	1,261.81	1,311.00	1,362.68	1,416.08	1,472.98	1,521.18	1,575.51	IS06	1,587.51	1,655.55	1,721.02	1,785.82	1,856.25	1,924.30	1,994.84	2,064.84	
ANNUAL	IG06	29,808.56	31,040.32	32,240.68	33,481.44	34,785.38	36,012.14	IL06	32,809.57	34,086.12	35,428.25	36,818.39	38,274.09	39,550.65	41,275.11	IS06	41,275.11	43,044.36	44,746.43	46,426.10	48,202.54	50,031.79	51,868.24	53,728.05	
HOURLY	IG07	15.14	15.53	16.42	17.06	17.69	18.38	IL07	16.64	17.35	17.99	18.69	19.47	20.18	20.86	IS07	20.86	21.51	22.37	23.25	24.11	24.94	25.84	26.74	
SEMI-MONTHLY	IG07	1,312.01	1,371.73	1,423.08	1,478.11	1,533.16	1,592.89	IL07	1,441.72	1,503.30	1,559.29	1,618.84	1,687.13	1,748.73	1,811.10	IS07	1,792.58	1,864.43	1,939.08	2,014.68	2,093.33	2,161.17	2,241.27	2,321.37	
BI-WEEKLY	IG07	1,211.08	1,266.21	1,313.59	1,364.41	1,415.23	1,470.30	IL07	1,330.82	1,397.67	1,439.35	1,495.34	1,557.36	1,614.20	1,685.48	IS07	1,654.70	1,721.02	1,786.03	1,858.69	1,928.60	2,001.82	2,074.18	2,148.84	
ANNUAL	IG07	31,488.23	32,821.55	34,153.30	35,474.64	36,795.99	38,226.30	IL07	34,601.22	36,079.33	37,423.07	38,878.78	40,491.28	41,969.37	43,511.28	IS07	45,021.97	46,746.43	48,530.08	48,352.12	50,143.77	51,868.24	53,628.05	55,388.05	
HOURLY	IG08	15.05	16.62	17.30	17.95	18.61	19.26	IL08	17.55	18.33	19.01	19.75	20.47	21.24	21.94	IS08	21.42	22.32	23.25	24.11	25.02	25.93	26.84	27.74	
SEMI-MONTHLY	IG08	1,351.99	1,440.79	1,490.57	1,555.56	1,612.48	1,671.27	IL08	1,521.04	1,588.22	1,647.94	1,711.40	1,773.51	1,841.10	1,911.10	IS08	1,956.04	1,994.42	2,014.68	2,089.33	2,168.65	2,247.02	2,325.39	2,403.76	
BI-WEEKLY	IG08	1,275.69	1,329.95	1,384.22	1,435.90	1,488.45	1,542.72	IL08	1,404.03	1,466.05	1,521.18	1,579.75	1,637.47	1,695.48	1,754.20	IS08	1,733.26	1,785.62	1,858.69	1,928.60	2,001.82	2,074.18	2,148.84	2,221.20	
ANNUAL	IG08	33,157.80	34,578.32	35,998.74	37,333.48	38,699.62	40,110.54	IL08	36,504.84	38,117.33	39,550.65	41,072.54	42,574.06	44,166.54	45,748.02	IS08	45,021.97	46,746.43	48,530.08	48,352.12	50,143.77	51,868.24	53,628.05	55,388.05	

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

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

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2014 TRADES AND LABOR PAY TABLE

EFFECTIVE 01/01/2014

TG-Worker Rates	TL-Leader Rates					*Use for Bonuses Only					TS-Supervisor Rates					*Use for Bonuses Only										
	Grade	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	1st	2nd	3rd	4th	5th	6th	
HOURLY	IS09	16.81	17.49	18.15	18.90	19.56	20.24	IL06	18.47	19.23	19.96	20.73	21.51	22.28	IS09	22.29	23.22	24.11	25.09	25.99	26.98	27.89	28.92	29.92	30.98	31.20
SEMI-MONTHLY		1,456.64	1,516.44	1,573.29	1,637.68	1,695.54	1,751.70	IL06	1,600.35	1,666.60	1,730.07	1,796.31	1,864.43	1,930.69	IS09	1,931.62	2,027.21	2,089.33	2,174.24	2,251.69	2,332.88	2,416.86	2,498.97	2,584.42	2,671.48	
BI-WEEKLY		1,344.60	1,392.86	1,452.27	1,511.70	1,565.11	1,619.37	IL06	1,477.25	1,538.41	1,596.98	1,658.14	1,721.02	1,782.47	IS09	1,783.04	1,872.57	1,928.80	2,006.99	2,078.49	2,153.42	2,230.95	2,306.75	2,385.74	2,465.25	
ANNUAL		34,959.55	36,370.47	37,739.00	39,304.29	40,982.82	42,103.75	IL06	38,408.47	39,998.56	41,521.46	43,111.55	44,746.45	46,336.51	IS09	46,358.91	48,307.33	50,143.77	52,181.77	54,040.61	55,989.02	58,004.63	60,087.42	62,237.39	64,442.48	
HOURLY	IS10	17.55	18.33	19.01	19.75	20.47	21.24	IL10	19.31	20.19	20.95	21.75	22.55	IS10	23.05	24.03	24.97	25.97	26.99	27.89	28.91	29.91	30.98	31.20		
SEMI-MONTHLY		1,521.04	1,588.22	1,647.94	1,711.40	1,773.91	1,841.10	IL10	1,673.14	1,745.66	1,815.91	1,884.96	1,954.02	IS10	1,957.07	2,052.79	2,103.98	2,207.76	2,250.76	2,331.95	2,416.86	2,498.97	2,584.42	2,671.48		
BI-WEEKLY		1,404.03	1,468.05	1,521.18	1,579.75	1,637.47	1,699.48	IL10	1,544.44	1,615.07	1,676.23	1,739.57	1,804.20	IS10	1,804.20	1,872.57	1,928.80	2,006.99	2,078.49	2,153.42	2,230.95	2,306.75	2,385.74	2,465.25		
ANNUAL		36,564.94	38,117.33	39,580.85	41,073.54	42,574.06	44,186.54	IL10	40,155.33	41,951.77	43,591.86	45,239.13	46,996.40	IS10	47,048.00	48,997.00	50,836.23	52,892.11	54,040.61	56,204.63	58,484.63	60,887.42	63,416.86	66,087.42		
HOURLY	IS11	18.38	19.12	19.88	20.68	21.42	22.16	IL11	20.25	21.09	21.89	22.68	23.43	IS11	23.94	24.89	25.92	26.89	27.89	28.89	29.89	30.98	31.20	32.89		
SEMI-MONTHLY		1,592.80	1,657.27	1,722.59	1,792.68	1,860.44	1,926.48	IL11	1,795.25	1,871.11	1,949.08	2,028.33	2,109.47	IS11	2,109.47	2,215.51	2,266.47	2,412.19	2,454.19	2,531.95	2,616.86	2,704.27	2,792.42	2,881.48		
BI-WEEKLY		1,470.36	1,529.30	1,590.00	1,654.70	1,713.26	1,772.74	IL11	1,620.24	1,686.56	1,751.17	1,824.38	1,896.12	IS11	1,896.12	1,962.57	2,018.80	2,106.99	2,150.84	2,230.95	2,313.48	2,398.97	2,485.42	2,573.42		
ANNUAL		38,229.30	39,774.61	41,342.30	43,021.97	44,544.86	46,493.29	IL11	42,126.45	43,850.61	45,530.28	47,433.90	49,091.17	IS11	49,785.44	51,756.26	53,806.23	55,921.84	58,004.63	60,156.86	62,387.42	64,704.27	67,116.86	69,624.48		
HOURLY	IS12	19.17	19.93	20.73	21.53	22.35	23.12	IL12	21.09	21.99	22.86	23.72	24.58	IS12	24.73	25.77	26.92	27.83	28.89	29.89	30.98	31.20	32.89			
SEMI-MONTHLY		1,661.61	1,727.28	1,796.31	1,866.30	1,937.22	2,008.48	IL12	1,828.05	1,904.81	1,981.08	2,057.73	2,135.33	IS12	2,135.33	2,252.43	2,324.47	2,442.19	2,500.76	2,581.95	2,666.86	2,754.42	2,843.42			
BI-WEEKLY		1,535.24	1,594.40	1,658.14	1,722.74	1,786.21	1,849.36	IL12	1,687.42	1,753.81	1,820.68	1,887.60	1,954.51	IS12	1,954.51	2,021.26	2,077.49	2,185.08	2,226.64	2,311.06	2,398.97	2,488.97	2,580.95			
ANNUAL		39,984.19	41,454.29	43,111.55	44,781.22	46,493.29	48,083.37	IL12	43,872.99	45,731.83	47,545.88	49,337.53	51,228.18	IS12	51,442.71	53,502.70	55,787.47	57,992.65	60,087.42	62,237.39	64,442.48	66,704.27	69,024.48			
HOURLY	IS13	19.92	20.74	21.61	22.45	23.29	24.11	IL13	21.99	22.90	23.84	24.73	25.64	IS13	25.88	26.91	28.01	29.05	30.18	31.20	32.89					
SEMI-MONTHLY		1,726.53	1,797.24	1,872.83	1,945.02	2,015.40	2,089.33	IL13	1,905.50	1,984.81	2,066.00	2,149.45	2,231.85	IS13	2,231.85	2,351.95	2,427.12	2,516.64	2,605.74	2,700.00	2,792.42					
BI-WEEKLY		1,603.53	1,669.00	1,728.77	1,795.66	1,865.14	1,928.60	IL13	1,756.91	1,832.13	1,907.07	1,978.56	2,050.93	IS13	2,050.93	2,182.56	2,240.43	2,323.98	2,414.42	2,508.45	2,601.48					
ANNUAL		41,431.88	43,133.96	44,947.99	46,804.65	48,441.71	50,143.77	IL13	46,731.83	47,636.46	49,583.88	51,442.71	53,328.95	IS13	53,839.04	55,966.62	58,250.98	60,423.36	62,774.90	65,204.63	67,716.86					
HOURLY	IS14	20.73	21.61	22.47	23.36	24.17	25.08	IL14	22.85	23.75	24.73	25.71	26.65	IS14	27.21	28.37	29.51	30.64	31.73	32.89						
SEMI-MONTHLY		1,796.31	1,872.83	1,947.49	2,024.94	2,094.92	2,171.44	IL14	1,980.15	2,068.53	2,143.45	2,228.38	2,309.55	IS14	2,309.55	2,457.76	2,557.76	2,655.74	2,750.00	2,850.77						
BI-WEEKLY		1,658.14	1,728.77	1,797.68	1,869.17	1,933.77	2,004.40	IL14	1,827.82	1,900.19	1,978.56	2,056.95	2,131.89	IS14	2,131.89	2,288.71	2,361.02	2,451.46	2,548.45	2,651.48						
ANNUAL		43,111.55	44,947.99	46,739.64	48,598.47	50,278.14	52,114.58	IL14	47,523.48	49,404.72	51,442.71	53,480.72	55,429.13	IS14	56,583.70	59,012.43	61,386.37	63,737.91	66,087.42	68,416.86						
HOURLY	IS15	21.56	22.49	23.39	24.29	25.22	26.18	IL15	23.72	24.73	25.72	26.71	27.67	IS15	28.88	30.07	31.25	32.46	33.65	34.84						
SEMI-MONTHLY		1,868.17	1,949.36	2,026.80	2,105.18	2,185.44	2,266.63	IL15	2,055.73	2,143.45	2,229.30	2,315.14	2,398.20	IS15	2,398.20	2,568.85	2,685.07	2,798.00	2,916.10	3,019.67						
BI-WEEKLY		1,724.46	1,795.44	1,870.80	1,943.25	2,017.33	2,092.26	IL15	1,897.60	1,978.56	2,057.91	2,137.06	2,213.72	IS15	2,213.72	2,405.81	2,499.80	2,597.03	2,691.76	2,787.40						
ANNUAL		44,936.01	46,784.42	48,643.26	50,524.50	52,450.52	54,308.63	IL15	49,337.53	51,442.71	53,503.11	55,563.51	57,556.72	IS15	59,085.02	62,594.94	64,992.08	67,522.76	69,998.28	72,472.20						
HOURLY	IS16	22.37	23.30	24.20	25.21	26.09	27.01	IL16	24.57	25.63	26.66	27.65	28.68	IS16	30.75	32.04	33.51	34.59	35.86	37.17						
SEMI-MONTHLY		1,939.08	2,019.34	2,097.72	2,184.50	2,261.02	2,341.28	IL16	2,129.45	2,220.90	2,310.48	2,398.33	2,484.05	IS16	2,484.05	2,775.50	2,887.17	2,998.21	3,109.26	3,221.24						
BI-WEEKLY		1,799.53	1,864.00	1,936.36	2,016.47	2,097.10	2,161.17	IL16	1,985.64	2,080.06	2,152.72	2,212.00	2,292.96	IS16	2,292.96	2,593.44	2,686.07	2,767.58	2,870.08	2,973.45						
ANNUAL		46,538.08	48,464.09	50,345.33	52,428.13	54,264.56	56,190.59	IL16	51,162.78	53,301.55	55,451.53	57,511.93	59,617.11	IS16	61,811.86	66,292.01	69,292.01	71,957.10	74,622.17	77,309.64						

Note: Steps may vary slightly due to rounding

Move to next step after 6 months

Move to next step after 18 months

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FISCAL YEAR 2014 STANDARD RANGE PAY TABLE

EFFECTIVE 01/01/2014

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
HOURLY	17.11	17.68	18.25	18.82	19.40	19.97	20.54	21.11	21.68	22.25	22.82	23.39
SEMI-MONTHLY	1,483.30	1,532.73	1,582.16	1,631.61	1,681.04	1,730.48	1,779.92	1,829.35	1,878.79	1,928.23	1,977.67	2,027.10
BI-WEEKLY	1,369.20	1,414.83	1,460.46	1,506.10	1,551.73	1,597.37	1,643.00	1,688.63	1,734.27	1,779.90	1,825.53	1,871.18
ANNUAL	35,999.05	36,785.55	37,972.04	39,158.54	40,345.03	41,531.53	42,718.02	43,904.52	45,091.01	46,277.50	47,464.00	48,650.49
HOURLY	18.96	19.59	20.21	20.85	21.48	22.11	22.75	23.38	24.01	24.64	25.27	25.90
SEMI-MONTHLY	1,642.82	1,697.55	1,752.34	1,807.10	1,861.86	1,916.62	1,971.38	2,026.14	2,080.89	2,135.66	2,190.41	2,245.18
BI-WEEKLY	1,516.45	1,567.00	1,617.55	1,668.09	1,718.64	1,769.19	1,819.73	1,870.28	1,920.82	1,971.36	2,021.92	2,072.47
ANNUAL	39,427.72	40,741.94	42,056.16	43,370.38	44,684.60	45,998.83	47,313.05	48,627.27	49,941.49	51,255.71	52,569.94	53,884.16
HOURLY	20.94	21.64	22.34	23.03	23.73	24.43	25.12	25.82	26.52	27.21	27.92	28.62
SEMI-MONTHLY	1,814.62	1,875.09	1,935.58	1,996.06	2,056.53	2,117.01	2,177.48	2,237.96	2,298.44	2,358.92	2,419.39	2,479.87
BI-WEEKLY	1,675.04	1,730.86	1,786.69	1,842.51	1,898.34	1,954.16	2,009.99	2,065.81	2,121.63	2,177.46	2,233.28	2,289.11
ANNUAL	43,550.89	45,002.34	46,453.79	47,905.24	49,356.69	50,808.14	52,259.59	53,711.04	55,162.49	56,613.94	58,065.39	59,516.84
HOURLY	23.05	23.82	24.60	25.37	26.13	26.90	27.67	28.44	29.21	29.97	30.74	31.51
SEMI-MONTHLY	1,998.25	2,064.84	2,131.44	2,198.02	2,264.61	2,331.21	2,397.80	2,464.38	2,530.98	2,597.57	2,664.15	2,730.75
BI-WEEKLY	1,844.53	1,906.01	1,967.48	2,028.95	2,090.42	2,151.88	2,213.35	2,274.82	2,336.29	2,397.75	2,459.22	2,520.69
ANNUAL	47,968.02	49,556.20	51,154.38	52,752.55	54,350.73	55,948.91	57,547.08	59,145.27	60,743.45	62,341.62	63,939.80	65,537.98

Grade	Minimum	Control	Maximum
SR06	35,999.05	40,345.03	46,277.50
SR09	39,427.72	44,684.60	51,255.71
SR10	43,550.89	49,356.69	56,613.94
SR11	47,968.02	54,350.73	62,341.62
SR12	52,691.33	59,718.46	68,501.05
SR13	63,151.27	71,570.74	88,672.51
SR14	73,653.31	83,473.13	109,311.12
SR15	87,035.60	98,640.28	136,170.94
SR16	102,374.61	116,024.00	168,384.30

Minimum

Control

Maximum

Grade	Minimum	Control	Maximum
SR06	35,999.05	40,345.03	46,277.50
SR09	39,427.72	44,684.60	51,255.71
SR10	43,550.89	49,356.69	56,613.94
SR11	47,968.02	54,350.73	62,341.62
SR12	52,691.33	59,718.46	68,501.05
SR13	63,151.27	71,570.74	88,672.51
SR14	73,653.31	83,473.13	109,311.12
SR15	87,035.60	98,640.28	136,170.94
SR16	102,374.61	116,024.00	168,384.30

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2014 METRO PUBLIC SAFETY PAY TABLE

		Use for Calculation Purposes Only											
GRADE		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
HOURLY	PS01	15.58	16.10	16.62	17.13	17.65	18.17	18.69	19.21	19.73	20.25	20.76	21.29
SEMI-MONTHLY		1,349.89	1,394.89	1,439.88	1,484.88	1,529.87	1,574.87	1,619.86	1,664.86	1,709.85	1,754.85	1,799.84	1,844.84
MONTHLY		2,699.78	2,789.77	2,879.76	2,969.75	3,059.74	3,149.73	3,239.72	3,329.71	3,419.70	3,509.69	3,599.68	3,689.67
ANNUAL		32,397.42	33,477.30	34,557.18	35,637.06	36,716.93	37,796.81	38,876.69	39,956.57	41,036.45	42,116.33	43,196.21	44,276.09
HOURLY	PS02	17.36	17.83	18.52	19.10	19.68	20.25	20.83	21.41	21.99	22.57	23.15	23.73
SEMI-MONTHLY		1,504.58	1,554.72	1,604.86	1,655.00	1,705.14	1,755.28	1,805.42	1,855.57	1,905.71	1,955.85	2,005.99	2,056.13
MONTHLY		3,009.17	3,109.45	3,209.73	3,310.01	3,410.30	3,510.58	3,610.86	3,711.14	3,811.42	3,911.71	4,011.99	4,112.27
ANNUAL		36,109.96	37,313.35	38,516.73	39,720.12	40,923.50	42,126.88	43,330.27	44,533.65	45,737.04	46,940.42	48,143.80	49,347.19
HOURLY	PS03	19.30	19.83	20.57	21.22	21.86	22.51	23.15	23.79	24.44	25.08	25.72	26.37
SEMI-MONTHLY		1,671.89	1,727.63	1,783.35	1,839.08	1,894.80	1,950.53	2,006.25	2,061.99	2,117.71	2,173.44	2,229.16	2,284.89
MONTHLY		3,343.79	3,455.24	3,566.69	3,678.15	3,789.60	3,901.05	4,012.52	4,123.97	4,235.42	4,346.88	4,458.33	4,569.78
ANNUAL		40,125.47	41,462.91	42,800.36	44,137.80	45,475.25	46,812.69	48,150.14	49,487.58	50,825.03	52,162.47	53,499.92	54,837.36
HOURLY	PS04	21.37	22.08	22.79	23.50	24.22	24.92	25.64	26.35	27.07	27.77	28.49	29.20
SEMI-MONTHLY		1,851.79	1,913.50	1,975.21	2,036.92	2,098.62	2,160.33	2,222.04	2,283.75	2,345.46	2,407.17	2,468.87	2,530.58
MONTHLY		3,703.57	3,826.99	3,950.40	4,073.82	4,197.25	4,320.66	4,444.08	4,567.50	4,690.91	4,814.33	4,937.75	5,061.16
ANNUAL		44,442.87	45,923.88	47,404.88	48,885.89	50,366.90	51,847.91	53,328.91	54,809.92	56,290.93	57,771.93	59,252.94	60,733.95
HOURLY	PS05	23.60	24.38	25.18	25.96	26.75	27.53	28.32	29.10	29.89	30.68	31.47	32.25
SEMI-MONTHLY		2,045.40	2,113.58	2,181.75	2,249.93	2,318.10	2,386.27	2,454.45	2,522.62	2,590.79	2,658.97	2,727.14	2,795.31
MONTHLY		4,090.80	4,227.15	4,363.50	4,499.84	4,636.20	4,772.55	4,908.89	5,045.24	5,181.59	5,317.93	5,454.29	5,590.64
ANNUAL		49,089.62	50,725.80	52,361.98	53,998.16	55,634.34	57,270.52	58,906.70	60,542.88	62,179.06	63,815.24	65,451.42	67,087.60
HOURLY	PS06	25.99	26.85	27.72	28.59	29.45	30.32	31.18	32.06	32.92	33.79	34.66	35.52
SEMI-MONTHLY		2,252.43	2,327.51	2,402.59	2,477.57	2,552.55	2,627.53	2,702.51	2,777.59	2,852.57	2,927.55	3,002.52	3,077.51
MONTHLY		4,504.86	4,655.02	4,805.18	4,955.33	5,105.49	5,255.65	5,405.81	5,555.97	5,706.13	5,856.29	6,006.45	6,156.61
ANNUAL		54,058.33	55,860.24	57,662.15	59,464.06	61,265.97	63,067.88	64,869.79	66,671.70	68,473.61	70,275.51	72,077.42	73,879.33
HOURLY	PS07	28.55	29.50	30.45	31.41	32.36	33.31	34.26	35.21	36.18	37.13	38.08	39.03
SEMI-MONTHLY		2,474.73	2,557.23	2,639.73	2,722.22	2,804.71	2,887.20	2,969.69	3,052.18	3,134.67	3,217.16	3,299.65	3,382.14
MONTHLY		4,949.44	5,114.47	5,279.50	5,444.52	5,609.54	5,774.56	5,939.59	6,104.62	6,269.65	6,434.67	6,599.70	6,764.73
ANNUAL		59,393.33	61,373.64	63,353.95	65,334.25	67,314.56	69,294.86	71,275.17	73,255.47	75,235.78	77,216.08	79,196.39	81,176.70
HOURLY	PS08	34.22	35.36	36.50	37.64	38.79	39.93	41.07	42.21	43.35	44.49	45.63	46.77
SEMI-MONTHLY		2,966.15	3,163.90	3,361.64	3,559.38	3,757.12	3,954.86	4,152.60	4,350.34	4,548.08	4,745.82	4,943.56	5,141.30
MONTHLY		5,932.29	6,327.79	6,723.29	7,118.79	7,514.29	7,909.79	8,305.29	8,700.79	9,096.29	9,491.79	9,887.29	10,282.79
ANNUAL		71,187.55	73,560.54	75,933.53	78,306.52	80,679.51	83,052.50	85,425.49	87,798.47	90,171.46	92,544.45	94,917.44	97,290.43

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 2014 EMERGENCY TELECOMMUNICATIONS PAY TABLE

GRADE	Use for Calculation Purposes Only											
	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
ET01	13.82	14.28	14.74	15.20	15.67	16.12	16.58	17.05	17.50	17.97	18.42	18.88
HOURLY	1,197.49	1,237.43	1,277.36	1,317.30	1,357.24	1,397.17	1,437.11	1,477.05	1,516.98	1,556.93	1,596.86	1,636.79
SEMI-MONTHLY	1,105.37	1,142.24	1,179.11	1,215.97	1,252.84	1,289.70	1,326.56	1,363.43	1,400.30	1,437.16	1,474.02	1,510.89
BI-WEEKLY	28,739.77	29,698.25	30,656.74	31,615.22	32,573.70	33,532.19	34,490.67	35,449.16	36,407.64	37,366.13	38,324.61	39,283.10
ANNUAL	15.40	15.92	16.43	16.94	17.46	17.97	18.48	19.00	19.51	20.02	20.54	21.05
HOURLY	1,334.85	1,379.36	1,423.88	1,468.38	1,512.90	1,557.41	1,601.92	1,646.43	1,690.94	1,735.45	1,779.96	1,824.48
SEMI-MONTHLY	1,232.17	1,273.25	1,314.35	1,355.43	1,396.52	1,437.60	1,478.70	1,519.78	1,560.86	1,601.96	1,643.04	1,684.13
BI-WEEKLY	32,036.40	33,104.67	34,172.94	35,241.21	36,309.47	37,377.74	38,446.01	39,514.27	40,582.54	41,650.81	42,719.08	43,787.34
ANNUAL	18.96	19.59	20.21	20.85	21.48	22.11	22.75	23.38	24.01	24.64	25.27	25.90
HOURLY	1,642.82	1,697.58	1,752.34	1,807.10	1,861.86	1,916.62	1,971.38	2,026.14	2,080.89	2,135.66	2,190.41	2,245.18
SEMI-MONTHLY	1,516.45	1,567.00	1,617.55	1,668.09	1,718.64	1,769.19	1,819.73	1,870.28	1,920.82	1,971.38	2,021.92	2,072.47
BI-WEEKLY	39,427.72	40,741.94	42,056.16	43,370.38	44,684.60	45,998.83	47,313.05	48,627.27	49,941.49	51,255.71	52,569.94	53,884.16
ANNUAL	20.94	21.64	22.34	23.03	23.73	24.43	25.12	25.82	26.52	27.21	27.92	28.62
HOURLY	1,814.62	1,875.09	1,935.58	1,996.06	2,056.53	2,117.01	2,177.48	2,237.96	2,298.44	2,358.92	2,419.39	2,479.87
SEMI-MONTHLY	1,675.04	1,730.86	1,786.69	1,842.51	1,898.34	1,954.16	2,009.99	2,065.81	2,121.63	2,177.46	2,233.28	2,289.11
BI-WEEKLY	43,560.89	45,002.34	46,443.79	47,885.24	49,326.69	50,768.14	52,209.59	53,651.04	55,092.49	56,533.94	57,975.39	59,416.84
ANNUAL	23.05	23.82	24.60	25.37	26.13	26.90	27.67	28.44	29.21	29.97	30.74	31.51
HOURLY	1,998.25	2,064.84	2,131.44	2,198.02	2,264.61	2,331.21	2,397.80	2,464.38	2,530.98	2,597.57	2,664.15	2,730.75
SEMI-MONTHLY	1,844.53	1,906.01	1,967.48	2,028.95	2,090.42	2,151.88	2,213.35	2,274.82	2,336.29	2,397.75	2,459.22	2,520.69
BI-WEEKLY	47,958.02	49,556.20	51,154.38	52,752.55	54,350.73	55,948.91	57,547.09	59,145.27	60,743.45	62,341.62	63,939.80	65,537.98
ANNUAL	25.33	26.18	27.02	27.87	28.71	29.56	30.40	31.25	32.09	32.93	33.78	34.62
HOURLY	2,195.47	2,268.66	2,341.85	2,415.03	2,488.23	2,561.41	2,634.60	2,707.79	2,780.98	2,854.16	2,927.36	3,000.54
SEMI-MONTHLY	2,026.59	2,094.15	2,161.71	2,229.27	2,296.83	2,364.39	2,431.94	2,499.50	2,567.06	2,634.62	2,702.18	2,769.74
BI-WEEKLY	52,691.33	54,447.85	56,204.37	57,960.88	59,717.40	61,473.92	63,230.44	64,986.96	66,743.48	68,500.00	70,256.51	72,013.03
ANNUAL												

Minimum	Control	Maximum
2,631.30	2,982.11	3,694.68
2,426.89	2,752.72	3,410.49
63,151.27	71,570.74	88,672.51
3,068.89	3,478.05	4,554.58
2,832.82	3,210.51	4,204.23
73,653.31	83,473.13	109,310.08

Minimum Control Maximum

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2014 SPECIAL PAY TABLE

EFFECTIVE 01/01/2014

	Minimum	Maximum	School Patrol	1st	2nd	3rd
Directors Pay						
BI-WEEKLY	1,987.62	4,192.01		9.93	10.26	10.59
SEMI-MONTHLY	2,153.25	4,541.34	Hourly SP1			
MONTHLY	4,306.51	9,082.69				
ANNUAL DP01	51,678.03	108,992.24	Hourly SS1	11.42	11.78	12.17
BI-WEEKLY	3,347.52	6,457.53				
SEMI-MONTHLY	3,626.48	6,995.66				
MONTHLY	7,252.97	13,991.30				
ANNUAL DP02	87,035.60	167,895.64				
BI-WEEKLY	4,578.94	9,185.34				
SEMI-MONTHLY	4,960.52	9,960.79				
MONTHLY	9,921.02	19,901.57				
ANNUAL DP03	119,052.25	238,818.86				

Note: Steps may vary slightly due to rounding

