



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 (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, 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.

SR/PS/CO

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.

FISCAL YEAR 2015 TRADES AND LABOR PAY TABLE

EFFECTIVE 01/01/2015

TG-Worker Rates	Grade	*Use for Bonuses Only					TL-Leader Rates	*Use for Bonuses Only					TS-Supervisor Rates	*Use for Bonuses Only							
		1st	2nd	3rd	4th	5th		6th	Grade	1st	2nd	3rd		4th	5th	6th	Grade	1st	2nd	3rd	4th
HOURLY	<u>TG01</u>	9.91	10.31	10.71	11.12	11.54	11.94	<u>TL01</u>	10.89	11.33	11.76	12.21	12.68	13.13	<u>TS01</u>	16.09	16.80	17.43	18.13	18.87	19.57
SEMI-MONTHLY		858.60	893.47	928.34	964.16	999.07	1,034.84		943.42	982.07	1,018.82	1,058.41	1,098.93	1,137.59		1,394.87	1,456.13	1,510.80	1,571.12	1,635.21	1,698.47
BI-WEEKLY		792.50	824.75	856.93	890.00	923.06	955.24		870.86	906.52	940.46	976.99	1,014.40	1,050.07		1,287.58	1,344.12	1,394.59	1,450.26	1,509.42	1,565.07
ANNUAL		20,606.43	21,443.36	22,280.27	23,139.82	23,999.36	24,836.20		22,642.19	23,569.59	24,451.75	25,401.77	26,374.42	27,301.81		33,476.08	34,947.23	36,259.17	37,706.81	39,244.95	40,715.22
HOURLY	<u>TG02</u>	10.41	10.83	11.26	11.69	12.13	12.55	<u>TL02</u>	11.42	11.89	12.35	12.84	13.33	13.80	<u>TS02</u>	16.74	17.49	18.15	18.96	19.82	20.37
SEMI-MONTHLY		901.98	938.71	975.47	1,013.17	1,050.87	1,087.83		989.81	1,030.13	1,070.66	1,113.07	1,155.48	1,198.01		1,450.48	1,515.51	1,573.01	1,634.27	1,700.24	1,765.27
BI-WEEKLY		832.57	866.51	900.43	935.23	970.03	1,003.89		913.48	950.89	988.31	1,027.45	1,066.80	1,104.00		1,338.90	1,398.94	1,452.00	1,508.55	1,566.45	1,629.48
ANNUAL		21,646.92	22,529.00	23,411.25	24,316.03	25,220.82	26,102.07		23,750.54	24,723.19	25,695.83	26,713.71	27,731.59	28,704.22		34,811.51	36,372.26	37,752.05	39,222.32	40,805.69	42,368.45
HOURLY	<u>TG03</u>	11.60	12.13	12.61	13.08	13.59	14.06	<u>TL03</u>	12.80	13.33	13.85	14.41	14.93	15.40	<u>TS03</u>	17.64	18.32	19.09	19.79	20.54	21.23
SEMI-MONTHLY		1,010.34	1,050.87	1,093.28	1,133.80	1,175.10	1,218.63		1,109.30	1,155.48	1,200.73	1,248.79	1,294.03	1,340.21		1,528.71	1,588.08	1,654.06	1,715.32	1,780.35	1,839.73
BI-WEEKLY		932.62	970.03	1,000.18	1,046.59	1,087.48	1,124.80		1,023.97	1,066.60	1,108.35	1,152.73	1,194.49	1,237.11		1,411.11	1,465.92	1,526.82	1,583.37	1,643.39	1,698.21
ANNUAL		24,248.17	25,229.82	26,238.70	27,211.34	28,274.46	29,247.10		26,623.23	27,731.59	28,817.32	29,970.92	31,086.67	32,165.02		36,688.93	38,113.07	39,697.34	41,187.61	42,728.36	44,153.39
HOURLY	<u>TG04</u>	12.81	13.33	13.89	14.41	14.96	15.40	<u>TL04</u>	14.10	14.75	15.32	15.93	16.52	17.10	<u>TS04</u>	18.41	19.18	19.94	20.71	21.51	22.20
SEMI-MONTHLY		1,110.24	1,155.48	1,203.55	1,248.76	1,298.85	1,342.10		1,222.40	1,278.00	1,327.96	1,380.74	1,431.63	1,487.23		1,595.62	1,660.68	1,728.52	1,794.49	1,864.23	1,929.26
BI-WEEKLY		1,024.84	1,066.00	1,110.97	1,152.73	1,197.10	1,239.85		1,128.37	1,175.70	1,225.80	1,274.53	1,321.60	1,372.84		1,472.88	1,532.91	1,595.55	1,656.44	1,720.03	1,786.65
ANNUAL		26,645.85	27,731.59	28,855.10	29,970.82	31,124.53	32,210.20		29,337.57	30,672.14	31,870.98	33,137.66	34,359.12	35,693.68		36,294.93	38,855.67	41,484.28	43,067.85	44,741.50	46,302.25
HOURLY	<u>TG05</u>	13.65	14.25	14.83	15.43	15.99	16.58	<u>TL05</u>	15.03	15.69	16.27	16.98	17.56	18.19	<u>TS05</u>	19.20	19.98	20.84	21.59	22.40	23.17
SEMI-MONTHLY		1,182.61	1,234.85	1,285.55	1,337.39	1,385.45	1,515.61		1,302.51	1,357.17	1,409.95	1,471.21	1,522.11	1,584.42		1,664.42	1,731.34	1,805.79	1,870.83	1,941.51	2,008.42
BI-WEEKLY		1,091.83	1,139.88	1,186.65	1,234.50	1,278.88	1,398.94		1,202.31	1,252.78	1,301.50	1,358.05	1,405.02	1,530.39		1,536.39	1,598.16	1,666.89	1,726.92	1,792.17	1,863.94
ANNUAL		28,367.55	29,831.83	30,853.98	32,097.16	33,250.76	36,372.26		31,260.24	32,572.17	33,838.87	35,309.15	36,530.60	39,046.16		39,046.16	41,552.14	43,330.00	44,899.84	46,596.31	48,202.30
HOURLY	<u>TG06</u>	14.47	15.07	15.66	16.26	16.89	17.49	<u>TL06</u>	15.03	16.55	17.20	17.88	18.59	19.20	<u>TS06</u>	20.04	20.90	21.73	22.54	23.44	24.29
SEMI-MONTHLY		1,254.44	1,306.28	1,357.17	1,409.01	1,463.87	1,515.61		1,380.74	1,434.46	1,491.01	1,549.44	1,610.71	1,664.42		1,736.89	1,811.45	1,883.08	1,953.76	2,031.05	2,105.61
BI-WEEKLY		1,157.95	1,205.80	1,252.73	1,300.63	1,351.00	1,398.94		1,274.53	1,324.11	1,376.31	1,430.25	1,486.80	1,536.39		1,736.89	1,811.45	1,883.08	1,953.76	2,031.05	2,105.61
ANNUAL		30,108.85	31,350.72	32,572.17	33,816.25	35,128.19	36,372.26		33,137.86	34,426.98	35,784.15	37,166.56	38,556.83	39,046.16		41,687.86	43,474.80	45,193.89	46,890.36	48,745.16	50,532.11
HOURLY	<u>TG07</u>	15.29	15.99	16.58	17.23	17.87	18.56	<u>TL07</u>	16.80	17.52	18.17	18.88	19.60	20.38	<u>TS07</u>	20.89	21.73	22.60	23.48	24.35	25.19
SEMI-MONTHLY		1,325.13	1,385.45	1,437.28	1,492.90	1,548.50	1,608.82		1,456.13	1,518.33	1,574.88	1,636.14	1,704.01	1,766.22		1,810.50	1,883.08	1,958.48	2,034.82	2,110.22	2,182.70
BI-WEEKLY		1,223.20	1,278.88	1,326.72	1,378.05	1,429.39	1,485.08		1,344.12	1,401.55	1,453.75	1,510.30	1,572.93	1,630.34		1,671.24	1,738.23	1,807.93	1,878.29	1,947.89	2,014.89
ANNUAL		31,803.11	33,250.76	34,484.84	35,829.39	37,163.95	38,611.05		34,847.23	36,440.12	37,797.30	39,267.57	40,896.18	42,389.08		43,452.19	45,193.89	47,003.46	48,835.64	50,645.20	52,388.82
HOURLY	<u>TG08</u>	16.11	16.79	17.48	18.13	18.79	19.48	<u>TL08</u>	17.73	18.51	19.20	19.94	20.87	21.40	<u>TS08</u>	21.63	22.54	23.48	24.35	25.27	26.19
SEMI-MONTHLY		1,395.81	1,455.20	1,514.57	1,571.12	1,628.61	1,687.98		1,536.25	1,604.11	1,664.42	1,728.52	1,791.65	1,856.61		1,874.60	1,953.76	2,034.82	2,110.22	2,190.33	2,269.49
BI-WEEKLY		1,288.45	1,343.25	1,398.06	1,450.26	1,503.33	1,558.14		1,418.07	1,480.71	1,538.39	1,595.55	1,653.84	1,710.48		1,730.39	1,803.48	1,878.29	1,947.89	2,021.84	2,094.82
ANNUAL		33,469.56	34,924.61	36,349.64	37,706.81	39,086.61	40,511.05		36,869.89	38,498.50	39,846.16	41,484.28	42,999.80	44,628.41		44,990.31	46,890.36	48,835.64	50,645.20	52,567.67	54,467.02

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

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

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2015 TRADES AND LABOR PAY TABLE

EFFECTIVE 01/01/2015

TG-Worker Rates	Grade	1st					*Use for Bonuses Only		TL-Leader Rates					*Use for Bonuses Only		TS-Supervisor Rates					*Use for Bonuses Only	
		1st	2nd	3rd	4th	5th	6th	TL09	1st	2nd	3rd	4th	5th	6th	TS09	1st	2nd	3rd	4th	5th	6th	
HOURLY	<u>IG09</u>	16.88	17.66	18.33	19.00	19.70	20.44	TL09	18.85	19.42	20.16	20.93	21.73	22.50	TS09	22.51	23.46	24.36	25.34	26.24	27.19	
SEMI-MONTHLY		1,471.21	1,530.59	1,589.02	1,654.06	1,712.49	1,771.87		1,816.36	1,863.27	1,747.37	1,814.28	1,883.08	1,950.00		1,850.94	2,032.94	2,110.22	2,195.98	2,274.21	2,350.20	
BI-WEEKLY		1,358.05	1,412.85	1,466.80	1,526.82	1,580.76	1,635.57		1,492.02	1,553.79	1,612.94	1,674.72	1,738.23	1,799.89		1,800.87	1,878.55	1,947.89	2,027.06	2,069.27	2,174.95	
ANNUAL		35,309.15	36,734.17	38,136.59	39,897.34	41,089.75	42,524.78		39,792.58	40,398.55	41,938.67	43,542.66	45,193.80	46,789.88		46,822.50	48,790.40	50,645.20	52,703.59	54,581.01	56,548.91	
HOURLY	<u>IG10</u>	17.73	18.51	19.20	19.94	20.67	21.46	TL10	19.50	20.30	21.16	21.97	22.77	23.60	TS10	23.28	24.27	25.22	26.23	27.18	28.17	
SEMI-MONTHLY		1,536.25	1,604.11	1,664.42	1,728.52	1,791.65	1,859.51		1,889.87	1,767.15	1,834.07	1,903.81	1,973.56	2,050.84		2,017.85	2,103.62	2,186.62	2,273.27	2,355.27	2,441.03	
BI-WEEKLY		1,418.07	1,480.71	1,536.39	1,595.55	1,653.84	1,716.49		1,559.88	1,631.22	1,692.99	1,757.37	1,821.74	1,893.09		1,862.64	1,941.80	2,017.49	2,098.40	2,174.08	2,253.26	
ANNUAL		38,869.89	39,498.50	39,946.16	41,484.28	42,990.80	44,828.41		40,556.88	42,411.89	44,917.88	45,691.52	47,365.37	49,220.18		48,428.49	50,486.57	52,454.77	54,558.39	56,526.29	58,584.68	
HOURLY	<u>IG11</u>	18.56	19.31	20.07	20.89	21.63	22.39	TL11	20.46	21.29	22.11	23.03	23.84	24.67	TS11	24.17	25.13	26.18	27.15	28.17	29.12	
SEMI-MONTHLY		1,698.82	1,673.84	1,739.82	1,810.50	1,874.80	1,939.63		1,772.80	1,845.38	1,916.05	1,996.17	2,065.92	2,138.50		2,095.14	2,178.07	2,268.56	2,363.38	2,441.03	2,523.09	
BI-WEEKLY		1,185.06	1,545.09	1,605.99	1,671.24	1,730.39	1,790.43		1,636.44	1,703.43	1,788.68	1,842.63	1,907.00	1,973.09		1,933.97	2,010.54	2,094.05	2,172.35	2,253.26	2,329.82	
ANNUAL		38,611.60	40,172.35	41,755.72	43,452.19	44,990.31	46,561.07		42,547.41	44,289.11	45,985.58	47,908.24	49,582.09	51,323.79		50,283.30	52,273.82	54,445.29	56,481.05	58,584.68	60,676.20	
HOURLY	<u>IG12</u>	19.36	20.13	20.93	21.75	22.58	23.35	TL12	21.30	22.21	23.09	23.96	24.83	25.73	TS12	24.98	26.02	27.09	28.11	29.18	30.22	
SEMI-MONTHLY		1,677.62	1,744.53	1,814.28	1,884.99	1,956.59	2,023.51		1,846.33	1,924.55	2,000.89	2,076.29	2,151.68	2,229.91		2,164.88	2,265.39	2,347.72	2,436.32	2,528.68	2,619.16	
BI-WEEKLY		1,540.57	1,610.34	1,674.72	1,739.97	1,806.09	1,867.85		1,704.29	1,776.50	1,846.98	1,916.58	1,986.17	2,058.38		2,088.35	2,081.87	2,167.13	2,248.91	2,334.17	2,417.98	
ANNUAL		40,292.83	41,888.82	43,542.65	45,239.13	46,858.24	48,594.21		44,311.72	46,189.15	48,021.34	49,830.91	51,640.47	53,517.99		51,957.14	54,128.62	56,345.34	58,471.58	60,688.30	62,859.77	
HOURLY	<u>IG13</u>	20.12	20.94	21.83	22.67	23.52	24.36	TL13	22.21	23.13	24.08	24.98	25.89	26.82	TS13	26.14	27.18	28.29	29.34	30.48	31.52	
SEMI-MONTHLY		1,743.59	1,815.22	1,891.56	1,965.07	2,038.59	2,116.22		1,924.55	2,004.66	2,088.06	2,164.88	2,244.05	2,324.16		2,265.73	2,355.27	2,451.39	2,542.81	2,641.77	2,731.31	
BI-WEEKLY		1,608.47	1,675.39	1,746.05	1,813.92	1,881.79	1,947.89		1,776.50	1,850.45	1,926.14	1,998.35	2,071.43	2,145.38		2,091.44	2,174.08	2,262.83	2,347.22	2,438.57	2,521.21	
ANNUAL		41,840.29	43,585.29	45,397.47	47,161.70	48,926.12	50,845.20		46,189.15	48,111.81	50,079.71	51,957.14	53,857.19	55,778.65		54,377.43	56,526.29	58,833.40	61,027.59	63,402.64	65,551.50	
HOURLY	<u>IG14</u>	20.93	21.83	22.70	23.60	24.41	25.31	TL14	23.08	23.99	24.98	25.97	26.92	27.83	TS14	27.48	28.66	29.81	30.95	32.05	33.22	
SEMI-MONTHLY		1,814.28	1,891.56	1,968.06	2,045.19	2,116.87	2,193.16		1,969.95	2,079.11	2,164.88	2,250.64	2,332.64	2,411.82		2,381.85	2,483.44	2,583.34	2,682.30	2,777.50	2,879.28	
BI-WEEKLY		1,674.72	1,746.05	1,815.65	1,887.86	1,953.11	2,024.45		1,846.10	1,919.19	1,998.35	2,077.52	2,163.21	2,228.28		2,198.45	2,292.41	2,384.63	2,475.98	2,563.84	2,657.80	
ANNUAL		43,342.86	45,307.47	47,297.03	49,084.46	50,780.92	52,635.73		47,998.72	49,898.77	51,957.14	54,015.53	55,983.43	57,883.48		57,159.04	59,802.56	62,000.23	64,375.29	66,858.86	69,102.77	
HOURLY	<u>IG15</u>	21.77	22.72	23.62	24.53	25.47	26.41	TL15	23.96	24.98	25.98	26.98	27.95	28.97	TS15	29.17	30.37	31.56	32.79	33.98	35.19	
SEMI-MONTHLY		1,888.85	1,988.85	2,047.07	2,126.23	2,207.29	2,289.28		2,078.29	2,164.88	2,251.59	2,338.29	2,422.18	2,510.78		2,527.74	2,632.35	2,735.08	2,841.58	2,945.26	3,049.87	
BI-WEEKLY		1,741.70	1,817.39	1,899.60	1,962.69	2,037.50	2,113.19		1,918.58	1,998.35	2,078.39	2,158.43	2,235.88	2,317.63		2,333.29	2,429.87	2,524.89	2,623.00	2,718.70	2,815.27	
ANNUAL		45,284.37	47,252.27	49,120.69	51,029.74	52,975.02	54,942.92		49,830.91	51,957.14	54,038.14	56,119.15	58,132.28	60,258.52		60,665.67	63,176.45	65,841.98	68,107.99	70,686.14	73,188.92	
HOURLY	<u>IG16</u>	22.60	23.53	24.45	25.46	26.35	27.28	TL16	24.82	25.88	26.93	27.93	28.95	30.01	TS16	31.06	32.38	33.65	34.94	36.23	37.64	
SEMI-MONTHLY		1,958.48	2,039.54	2,118.70	2,208.35	2,283.63	2,364.89		2,150.75	2,243.11	2,333.58	2,420.29	2,508.89	2,601.25		2,691.72	2,804.82	2,916.04	3,028.19	3,140.35	3,253.45	
BI-WEEKLY		1,807.83	1,882.64	1,955.72	2,036.64	2,107.97	2,182.78		1,985.30	2,070.56	2,154.08	2,234.12	2,315.89	2,401.15		2,484.68	2,589.07	2,691.72	2,795.28	2,898.78	3,003.18	
ANNUAL		47,003.46	48,948.74	50,848.70	52,852.41	54,807.21	56,752.49		51,617.85	53,834.57	56,008.05	58,087.05	60,213.28	62,430.00		64,601.48	67,316.83	69,984.93	72,676.67	75,368.39	78,082.74	
		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				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				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			

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2015 STANDARD RANGE PAY TABLE

EFFECTIVE 01/01/2015

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for Calculation Purposes Only			
											Steps	11th	12th	
HOURLY	8.23	8.51	8.77	9.05	9.33	9.61	9.87	10.15	10.43	10.69		10.97	11.25	
SEMI-MONTHLY	713.26	737.02	760.79	784.56	808.33	832.09	855.86	879.62	903.39	927.16		950.93	974.69	
BI-WEEKLY	658.39	680.34	702.27	724.21	746.15	768.08	790.02	811.96	833.89	855.84		877.78	899.71	
ANNUAL	SR01	17,118.20	17,688.59	18,258.99	18,829.38	19,399.77	19,970.17	20,540.56	21,110.95	21,681.35	22,251.74	570.39	22,822.14	23,392.53
HOURLY	9.06	9.36	9.66	9.97	10.27	10.57	10.87	11.17	11.47	11.77		12.08	12.38	
SEMI-MONTHLY	785.04	811.22	837.38	863.54	889.71	915.87	942.03	968.21	994.37	1,020.54		1,046.70	1,072.86	
BI-WEEKLY	724.66	748.81	772.96	797.11	821.27	845.42	869.58	893.73	917.88	942.03		966.18	990.33	
ANNUAL	SR02	18,841.11	19,469.07	20,097.04	20,725.01	21,352.97	21,980.94	22,608.90	23,236.87	23,864.84	24,492.80	627.97	25,120.77	25,748.73
HOURLY	10.18	10.52	10.86	11.21	11.54	11.88	12.22	12.56	12.90	13.24		13.57	13.91	
SEMI-MONTHLY	882.51	911.92	941.33	970.74	1,000.14	1,029.55	1,058.96	1,088.36	1,117.78	1,147.18		1,176.59	1,206.00	
BI-WEEKLY	814.63	841.77	868.92	896.06	923.21	950.35	977.51	1,004.65	1,031.79	1,058.94		1,086.08	1,113.23	
ANNUAL	SR03	21,180.26	21,866.05	22,591.85	23,297.64	24,003.44	24,709.23	25,415.03	26,120.82	26,826.62	27,532.41	705.80	28,238.21	28,944.00
HOURLY	11.11	11.48	11.86	12.23	12.59	12.96	13.34	13.71	14.07	14.45		14.82	15.19	
SEMI-MONTHLY	963.05	995.17	1,027.28	1,059.41	1,091.52	1,123.64	1,155.76	1,187.88	1,219.99	1,252.11		1,284.23	1,316.35	
BI-WEEKLY	888.97	918.62	948.26	977.91	1,007.56	1,037.21	1,066.85	1,096.50	1,126.15	1,155.80		1,185.44	1,215.09	
ANNUAL	SR04	23,113.20	23,884.03	24,654.86	25,425.69	26,196.52	26,967.35	27,738.18	28,509.01	29,279.84	30,050.67	770.83	30,821.50	31,592.33
HOURLY	12.47	12.89	13.31	13.72	14.14	14.55	14.97	15.38	15.80	16.22		16.63	17.05	
SEMI-MONTHLY	1,081.08	1,117.11	1,153.13	1,189.17	1,225.19	1,261.22	1,297.25	1,333.27	1,369.30	1,405.33		1,441.36	1,477.38	
BI-WEEKLY	997.92	1,031.18	1,064.43	1,097.69	1,130.95	1,164.20	1,197.45	1,230.72	1,263.97	1,297.22		1,330.48	1,363.74	
ANNUAL	SR05	25,945.97	26,810.62	27,675.28	28,539.93	29,404.58	30,269.23	31,133.89	31,998.54	32,863.19	33,727.85	864.65	34,592.50	35,457.15
HOURLY	13.96	14.43	14.88	15.35	15.82	16.28	16.75	17.22	17.68	18.15		18.60	19.07	
SEMI-MONTHLY	1,209.47	1,249.80	1,290.13	1,330.48	1,370.81	1,411.14	1,451.49	1,491.82	1,532.15	1,572.49		1,612.83	1,653.16	
BI-WEEKLY	1,116.43	1,153.67	1,190.90	1,228.13	1,265.37	1,302.60	1,339.83	1,377.07	1,414.30	1,451.53		1,488.76	1,526.00	
ANNUAL	SR06	29,027.16	29,995.23	30,963.30	31,931.37	32,899.44	33,867.51	34,835.58	35,803.65	36,771.72	37,739.79	968.07	38,707.86	39,675.93
HOURLY	15.56	16.08	16.59	17.11	17.63	18.15	18.67	19.19	19.70	20.22		20.75	21.26	
SEMI-MONTHLY	1,348.20	1,393.16	1,438.12	1,483.07	1,528.03	1,572.99	1,617.93	1,662.89	1,707.85	1,752.80		1,797.76	1,842.72	
BI-WEEKLY	1,244.49	1,285.99	1,327.49	1,368.99	1,410.48	1,451.98	1,493.48	1,534.98	1,576.47	1,617.98		1,659.47	1,700.97	
ANNUAL	SR07	32,356.77	33,435.72	34,514.67	35,593.62	36,672.57	37,751.52	38,830.47	39,909.42	40,988.37	42,067.32	1,078.95	43,146.27	44,225.22

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 2 Years	Move to next step after 2 Years	Move to next step after 2 Years	Move to next step after 2 Years	Move to next step after 2 Years
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Use for Calculation Purposes Only

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2015 STANDARD RANGE PAY TABLE

EFFECTIVE 01/01/2015

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Steps	11th	12th
HOURLY	17.28	17.86	18.43	19.01	19.60	20.17	20.75	21.32	21.90	22.47		23.05	23.63
SEMI-MONTHLY	1,498.13	1,548.06	1,597.99	1,647.93	1,697.85	1,747.78	1,797.72	1,847.65	1,897.58	1,947.52		1,997.44	2,047.37
BI-WEEKLY	1,382.89	1,428.98	1,475.07	1,521.16	1,567.25	1,613.34	1,659.43	1,705.52	1,751.61	1,797.70		1,843.79	1,889.89
ANNUAL	SR08	35,955.04	37,153.40	38,351.76	39,550.12	40,748.48	41,946.84	43,145.20	44,343.56	45,541.92	1,198.36	47,938.64	49,137.00
HOURLY	19.15	19.79	20.42	21.06	21.70	22.34	22.98	23.62	24.26	24.88		25.52	26.16
SEMI-MONTHLY	1,659.25	1,714.56	1,769.86	1,825.17	1,880.48	1,935.79	1,991.09	2,046.40	2,101.70	2,157.01		2,212.32	2,267.63
BI-WEEKLY	1,531.62	1,582.67	1,633.72	1,684.77	1,735.83	1,786.88	1,837.93	1,888.98	1,940.03	1,991.09		2,042.14	2,093.19
ANNUAL	SR09	39,821.99	41,149.36	42,476.72	43,804.09	45,131.45	46,458.81	47,786.18	49,113.54	50,440.91	1,327.36	53,095.63	54,423.00
HOURLY	21.15	21.86	22.56	23.26	23.97	24.67	25.37	26.08	26.78	27.49		28.20	28.90
SEMI-MONTHLY	1,832.76	1,893.84	1,954.94	2,016.02	2,077.10	2,138.18	2,199.26	2,260.34	2,321.43	2,382.51		2,443.59	2,504.67
BI-WEEKLY	1,691.79	1,748.17	1,804.55	1,860.93	1,917.32	1,973.70	2,030.09	2,086.47	2,142.85	2,199.23		2,255.61	2,312.00
ANNUAL	SR10	43,986.40	45,452.36	46,918.33	48,384.29	49,850.26	51,316.22	52,782.19	54,248.15	55,714.11	1,465.96	58,646.04	60,112.01
HOURLY	23.28	24.06	24.84	25.62	26.39	27.17	27.94	28.72	29.50	30.27		31.05	31.82
SEMI-MONTHLY	2,018.23	2,085.49	2,152.75	2,220.00	2,287.26	2,354.52	2,421.77	2,489.03	2,556.29	2,623.54		2,690.80	2,758.06
BI-WEEKLY	1,862.98	1,925.07	1,987.15	2,049.24	2,111.32	2,173.40	2,235.48	2,297.57	2,359.65	2,421.73		2,483.81	2,545.90
ANNUAL	SR11	48,437.60	50,051.76	51,665.92	53,280.08	54,894.24	56,508.40	58,122.56	59,736.72	61,350.88	1,614.16	64,579.20	66,193.36

	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 2 Years	Move to next step after 2 Years	Move to next step after 2 Years	Move to next step after 2 Years	Move to next step after 2 Years
	Minimum				Control				Maximum
SEMI-MONTHLY	2,217.42				2,513.15				2,882.76
BI-WEEKLY	2,046.86				2,319.83				2,661.00
ANNUAL	SR12	53,218.24			60,315.64				69,186.06
SEMI-MONTHLY	2,657.62				3,011.93				3,731.63
BI-WEEKLY	2,453.18				2,780.25				3,444.69
ANNUAL	SR13	63,782.78			72,286.44				89,559.24
SEMI-MONTHLY	3,099.58				3,512.83				4,600.18
BI-WEEKLY	2,861.15				3,242.61				4,246.32
ANNUAL	SR14	74,389.85			84,307.86				110,404.23
SEMI-MONTHLY	3,662.74				4,151.12				5,730.53
BI-WEEKLY	3,380.99				3,831.80				5,289.72
ANNUAL	SR15	87,906.96			99,626.68				137,532.65
SEMI-MONTHLY	4,308.27				4,882.68				7,086.17
MONTHLY	3,976.86				4,607.09				6,541.08
ANNUAL	SR16	103,398.35			117,184.24				170,068.14
	Open Range				Open Range				Open Range

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2015 CORRECTIONAL OFFICER PAY TABLE

EFFECTIVE 01/01/2015

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for Calculation Purposes Only			
											Steps	11th	12th	
HOURLY	15.56	16.08	16.59	17.11	17.63	18.15	18.67	19.19	19.70	20.22		20.75	21.26	
SEMI-MONTHLY	1,348.20	1,393.16	1,438.12	1,483.07	1,528.03	1,572.99	1,617.93	1,662.89	1,707.85	1,752.80		1,797.76	1,842.72	
BI-WEEKLY	1,244.49	1,285.99	1,327.49	1,368.99	1,410.48	1,451.98	1,493.48	1,534.98	1,576.47	1,617.98		1,659.47	1,700.97	
ANNUAL	CO01	32,356.77	33,435.72	34,514.67	35,593.62	36,672.57	37,751.52	38,830.47	39,909.42	40,988.37	42,067.32	1,078.95	43,146.27	44,225.22
HOURLY	17.28	17.86	18.43	19.01	19.60	20.17	20.75	21.32	21.90	22.47		23.05	23.63	
SEMI-MONTHLY	1,498.13	1,548.06	1,597.99	1,647.93	1,697.85	1,747.78	1,797.72	1,847.65	1,897.58	1,947.52		1,997.44	2,047.37	
BI-WEEKLY	1,382.89	1,428.98	1,475.07	1,521.16	1,567.25	1,613.34	1,659.43	1,705.52	1,751.61	1,797.70		1,843.79	1,889.89	
ANNUAL	CO02	35,955.04	37,153.40	38,351.76	39,550.12	40,748.48	41,946.84	43,145.20	44,343.56	45,541.92	46,740.28	1,198.36	47,938.64	49,137.00
HOURLY	19.15	19.79	20.42	21.06	21.70	22.34	22.98	23.62	24.26	24.88		25.52	26.16	
SEMI-MONTHLY	1,659.25	1,714.56	1,769.86	1,825.17	1,880.48	1,935.79	1,991.09	2,046.40	2,101.70	2,157.01		2,212.32	2,267.63	
BI-WEEKLY	1,531.62	1,582.67	1,633.72	1,684.77	1,735.83	1,786.88	1,837.93	1,888.98	1,940.03	1,991.09		2,042.14	2,093.19	
ANNUAL	CO03	39,821.99	41,149.36	42,476.72	43,804.09	45,131.45	46,458.81	47,786.18	49,113.54	50,440.91	51,768.27	1,327.36	53,095.63	54,423.00
HOURLY	21.15	21.86	22.56	23.26	23.97	24.67	25.37	26.08	26.78	27.49		28.20	28.90	
SEMI-MONTHLY	1,832.76	1,893.84	1,954.94	2,016.02	2,077.10	2,138.18	2,199.26	2,260.34	2,321.43	2,382.51		2,443.59	2,504.67	
BI-WEEKLY	1,691.79	1,748.17	1,804.55	1,860.93	1,917.32	1,973.70	2,030.09	2,086.47	2,142.85	2,199.23		2,255.61	2,312.00	
ANNUAL	CO04	43,986.40	45,452.36	46,918.33	48,384.29	49,850.26	51,316.22	52,782.19	54,248.15	55,714.11	57,180.08	1,465.96	58,646.04	60,112.01

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

GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for Calculation Purposes Only		
											Steps	11th	12th
HOURLY	13.96	14.43	14.88	15.35	15.82	16.28	16.75	17.22	17.68	18.15		18.60	19.07
SEMI-MONTHLY	1,209.47	1,249.80	1,290.13	1,330.48	1,370.81	1,411.14	1,451.49	1,491.82	1,532.15	1,572.49		1,612.83	1,653.16
BI-WEEKLY	1,116.43	1,153.67	1,190.90	1,228.13	1,265.37	1,302.60	1,339.83	1,377.07	1,414.30	1,451.53		1,488.76	1,526.00
ANNUAL ET01	29,027.16	29,995.23	30,963.30	31,931.37	32,899.44	33,867.51	34,835.58	35,803.65	36,771.72	37,739.79	968.07	38,707.86	39,675.93
HOURLY	15.56	16.08	16.59	17.11	17.63	18.15	18.67	19.19	19.70	20.22		20.75	21.26
SEMI-MONTHLY	1,348.20	1,393.16	1,438.12	1,483.07	1,528.03	1,572.99	1,617.93	1,662.89	1,707.85	1,752.80		1,797.76	1,842.72
BI-WEEKLY	1,244.49	1,285.99	1,327.49	1,368.99	1,410.48	1,451.98	1,493.48	1,534.98	1,576.47	1,617.98		1,659.47	1,700.97
ANNUAL ET02	32,356.77	33,435.72	34,514.67	35,593.62	36,672.57	37,751.52	38,830.47	39,909.42	40,988.37	42,067.32	1,078.95	43,146.27	44,225.22
HOURLY	19.15	19.79	20.42	21.06	21.70	22.34	22.98	23.62	24.26	24.88		25.52	26.16
SEMI-MONTHLY	1,659.25	1,714.56	1,769.86	1,825.17	1,880.48	1,935.79	1,991.09	2,046.40	2,101.70	2,157.01		2,212.32	2,267.63
BI-WEEKLY	1,531.62	1,582.67	1,633.72	1,684.77	1,735.83	1,786.88	1,837.93	1,888.98	1,940.03	1,991.09		2,042.14	2,093.19
ANNUAL ET03	39,821.99	41,149.36	42,476.72	43,804.09	45,131.45	46,458.81	47,786.18	49,113.54	50,440.91	51,768.27	1,327.36	53,095.63	54,423.00
HOURLY	21.15	21.86	22.56	23.26	23.97	24.67	25.37	26.08	26.78	27.49		28.20	28.90
SEMI-MONTHLY	1,832.76	1,893.84	1,954.94	2,016.02	2,077.10	2,138.18	2,199.26	2,260.34	2,321.43	2,382.51		2,443.59	2,504.67
BI-WEEKLY	1,691.79	1,748.17	1,804.55	1,860.93	1,917.32	1,973.70	2,030.09	2,086.47	2,142.85	2,199.23		2,255.61	2,312.00
ANNUAL ET04	43,986.40	45,452.36	46,918.33	48,384.29	49,850.26	51,316.22	52,782.19	54,248.15	55,714.11	57,180.08	1,466.96	58,646.04	60,112.01
HOURLY	23.28	24.06	24.84	25.62	26.39	27.17	27.94	28.72	29.50	30.27		31.05	31.82
SEMI-MONTHLY	2,018.23	2,085.49	2,152.75	2,220.00	2,287.26	2,354.52	2,421.77	2,489.03	2,556.29	2,623.54		2,690.80	2,758.06
BI-WEEKLY	1,862.98	1,925.07	1,987.15	2,049.24	2,111.32	2,173.40	2,235.48	2,297.57	2,359.65	2,421.73		2,483.81	2,545.90
ANNUAL ET05	48,437.60	50,051.76	51,665.92	53,280.08	54,894.24	56,508.40	58,122.56	59,736.72	61,350.88	62,965.04	1,614.16	64,579.20	66,193.36
HOURLY	25.59	26.44	27.29	28.15	29.00	29.85	30.71	31.56	32.41	33.26		34.12	34.97
SEMI-MONTHLY	2,217.42	2,291.35	2,365.27	2,439.18	2,513.11	2,587.03	2,660.94	2,734.87	2,808.79	2,882.70		2,956.63	3,030.55
BI-WEEKLY	2,046.86	2,115.09	2,183.33	2,251.56	2,319.80	2,388.03	2,456.26	2,524.50	2,592.73	2,660.97		2,729.20	2,797.43
ANNUAL ET06	53,218.24	54,992.33	56,766.41	58,540.49	60,314.58	62,088.66	63,862.74	65,636.83	67,410.91	69,185.00	1,774.08	70,959.08	72,733.16

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 2 Years	Move to next step after 2 Years	Move to next step after 2 Years	Move to next step after 2 Years	Move to next step after 2 Years
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	Minimum	Control	Maximum
SEMI-MONTHLY	2,657.62	3,011.93	3,731.63
BI-WEEKLY	2,453.18	2,780.25	3,444.59
ANNUAL ET07	63,782.78	72,286.44	89,559.24
SEMI-MONTHLY	3,099.58	3,512.83	4,600.13
BI-WEEKLY	2,861.15	3,242.61	4,246.27
ANNUAL ET08	74,389.85	84,307.86	110,403.18

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2015 SPECIAL PAY TABLE

EFFECTIVE 01/01/2015

Council Member			Minimum		Maximum	
BI-WEEKLY		576.92				
ANNUAL	CM	15,000.00				
Metro Mayor						
BI-WEEKLY		5,250.00				
ANNUAL	MM	136,500.00				
Vice Mayor						
BI-WEEKLY		653.85				
ANNUAL	VM	17,000.00				
Judicial Services						
BI-WEEKLY			1,470.27		1,911.17	
ANNUAL	JS01		38,227.02		49,690.33	
BI-WEEKLY			1,894.56		2,219.20	
ANNUAL	JS02		49,258.54		57,699.30	
BI-WEEKLY			2,002.86		2,327.87	
ANNUAL	JS03		52,074.26		60,524.61	
School Patrol						
Hourly	SP1		10.03	10.36	10.70	
	SS1		11.53	11.90	12.29	
Board of Education Member						
BI-WEEKLY			538.46			
ANNUAL	BE		14,000.00			
Directors Pay						
BI-WEEKLY		2,007.50			4,233.93	
SEMI-MONTLY		2,174.78			4,586.76	
MONTHLY		4,349.57			9,173.51	
ANNUAL	DP01	52,194.82			110,082.17	
BI-WEEKLY		3,380.99			6,522.10	
SEMI-MONTLY		3,662.74			7,065.61	
MONTHLY		7,325.50			14,131.22	
ANNUAL	DP02	87,905.96			169,574.59	
BI-WEEKLY		4,624.72			9,277.19	
SEMI-MONTLY		5,010.12			10,050.29	
MONTHLY		10,020.23			20,100.59	
ANNUAL	DP03	120,242.78			241,207.05	
Public Defender						
BI-WEEKLY	current	5,447.69	* 5,711.73	*Effective at the beginning of the next term		
PD	current	141,640.00	* 148,505.00	*Effective at the beginning of the next term		
BI-WEEKLY		1,862.98			3,334.53	
ANNUAL	PD01	48,437.60			86,697.67	
BI-WEEKLY		2,861.15			5,274.40	
ANNUAL	PD02	74,389.85			137,134.25	

Note: Steps may vary slightly due to rounding

FY15 PART TIME -SEASONAL PAY TABLE

Effective 1/1/2015

FY14		
09020	Part-Time/Seasonal	Open Range
09100	Part-Time Worker 1	7.43 12.19
09101	Part-Time Worker 2	7.43 13.60
09102	Part-Time Worker 3	7.43 14.69
09103	Seasonal Worker 1	7.43 10.88
09104	Seasonal Worker 2	7.43 11.42
09105	Seasonal Worker 3	7.43 13.60
09106	Seasonal Worker 4	7.43 14.14
09107	Seasonal Worker 5	7.43 14.69
09108	Sports Official (per game)	8.71 65.00
09109	Chief Umpire (per game)	16.31 36.98
09110	Sports Scorer (per game)	4.34 14.14
09111	instructor	10.88 54.39
09112	Counselor	10.88 32.63
09113	Piano Accompanist	16.31 21.76

Classifications Proposed for Special Market Rate Adjustment

Num	Grade	Classification	Pay Plan(s)			
			General	Safety	Public	Health
10171	PD01	Assistant Public Defender	X			
10172	PD02	Associate Public Defender	X			
00480	SR12	Attorney 1	X			
00630	SR14	Attorney 2	X			
04674	SR15	Attorney 3	X			
06567	SR08	Communicable Disease Investigator				X
07731	SR07	Compliance Inspector 1	X			
07732	SR09	Compliance Inspector 2	X			
07733	SR10	Compliance Inspector 3	X			
07736	SR05	Customer Service Field Representative 1	X			
07737	SR06	Customer Service Field Representative 2	X			
07738	SR07	Customer Service Field Representative 3	X			
10109	PS05	Fire Arson Investigator 1		X		
10110	PS06	Fire Arson Investigator 2		X		
02730	SR08	Human Resources Analyst 1	X	X		X
07318	SR14	Information Systems Division Manager	X			X
02867	SR08	Law Clerk	X			
02799	TG03	Maintenance & Repair Worker 1	X			
07328	TG04	Maintenance & Repair Worker 2	X			
07329	TG05	Maintenance & Repair Worker 3	X			
07347	SR10	Plans Examiner 1	X			
04702	SR12	Plans Examiner 2	X			
06489	HD06	Public Health Nurse Practitioner				X
10164	TG03	Water Maintenance Technician 1	X			
10165	TG04	Water Maintenance Technician 2	X			
10166	TG06	Water Maintenance Technician 3	X			

