



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.

Standard Range Schedule (ST):

A position is subject to the ST, 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.

Police & Fire Schedule (PF):

The PF 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)

Open Range (OR):

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.

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.

EXPLANATION OF PAY CALCULATIONS

Except as specifically noted in this pay plan, the pay for all full-time employees is based on an annual salary.

ST/PF/CO/ET

When an employee on these schedules 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.

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.

Open Range

Employees eligible for the Open Range pay plan may receive promotions in accordance with Civil Service Policy.

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 2017 HEALTH STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2016

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	Steps
ST01	21,040.71	21,742.03	22,443.36	23,144.72	23,846.06	24,547.39	25,248.73	25,950.06	26,651.40	27,352.74	701.32
ST02	22,945.15	23,709.96	24,474.77	25,239.61	26,004.43	26,769.23	27,534.05	28,298.87	29,063.68	29,828.51	764.81
ST03	25,021.98	25,856.01	26,690.05	27,524.11	28,358.15	29,192.19	30,026.23	30,860.27	31,694.31	32,528.36	834.03
ST04	27,286.78	28,196.30	29,105.84	30,015.39	30,924.92	31,834.44	32,743.97	33,653.52	34,563.05	35,472.59	909.53
ST05	29,756.57	30,748.42	31,740.28	32,732.16	33,724.01	34,715.86	35,707.72	36,699.59	37,691.44	38,683.30	991.85
ST06	32,449.91	33,531.54	34,613.18	35,694.83	36,776.46	37,858.08	38,939.72	40,021.36	41,102.99	42,184.62	1,081.63
ST07	35,387.03	36,566.57	37,746.11	38,925.65	40,105.19	41,284.71	42,464.25	43,643.80	44,823.32	46,002.86	1,179.54
ST08	38,590.00	39,876.31	41,162.60	42,448.91	43,735.21	45,021.50	46,307.80	47,594.10	48,880.40	50,166.70	1,286.31
ST09	42,082.88	43,485.61	44,888.34	46,291.06	47,693.79	49,096.51	50,499.24	51,901.96	53,304.69	54,707.42	1,402.73
ST10	46,483.73	48,032.92	49,582.12	51,131.31	52,680.51	54,229.70	55,778.89	57,328.08	58,877.28	60,426.48	1,549.19
ST11	51,187.64	52,893.44	54,599.25	56,305.05	58,010.86	59,716.66	61,422.46	63,128.27	64,834.07	66,539.88	1,705.80

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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* Note: Steps may vary slightly due to rounding

FISCAL YEAR 2017 HEALTH OPEN RANGE PAY TABLE**EFFECTIVE 7/1/2016**

GRADE	Minimum	Midpoint	Maximum
OR01	38,590.00	44,378.35	50,166.70
OR02	42,082.88	48,395.15	54,707.42
OR03	46,483.73	53,455.11	60,426.48
OR04	51,187.64	58,863.76	66,539.88
OR05	56,239.71	64,676.91	73,114.10
OR06	61,821.87	72,640.70	83,459.53
OR07	67,404.05	81,024.01	94,643.96
OR08	73,008.69	89,435.65	105,862.61
OR09	78,613.34	98,266.67	117,920.00
OR10	85,755.07	109,337.72	132,920.37
OR11	92,896.82	120,765.87	148,634.91
OR12	101,082.81	133,934.72	166,786.63
OR13	109,268.79	147,512.87	185,756.94

Open Range

FISCAL YEAR 2017 HEALTH HD PAY TABLE

EFFECTIVE 7/1/2016

<u>GRADE</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
HD01	119,102.99	157,811.46	196,519.92
HD02	125,058.13	165,702.03	206,345.92
HD03	129,822.25	172,014.49	214,206.72
HD04	136,313.37	180,615.21	224,917.05
	<u>Open Range</u>		

FISCAL YEAR 2017 SPECIAL PAY TABLE

EFFECTIVE 7/1/2016

COUNCIL MEMBER
 ANNUAL CM 15,000.00

METRO MAYOR
 ANNUAL MM 180,000.00

VICE MAYOR
 ANNUAL VM 17,000.00

PUBLIC DEFENDER
 ANNUAL PD 148,505.00

BOARD OF EDUCATION MEMBER
 ANNUAL BE 14,000.00

JUDICIAL SERVICES

		<u>MINIMUM</u>	<u>MAXIMUM</u>
ANNUAL	JS01	40,397.36	52,511.50
	JS02	52,055.19	60,975.18
	JS03	55,030.78	63,960.90

SCHOOL PATROL

		<u>MINIMUM</u>	<u>MAXIMUM</u>
HOURLY	SP	10.60	14.37
	SS	12.19	15.53

DIRECTORS PAY

		<u>MINIMUM</u>	<u>MAXIMUM</u>
ANNUAL	DP01	55,158.18	116,332.08
	DP02	92,896.82	179,202.18
	DP03	127,069.56	254,901.58