



## 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 POLICE AND FIRE PAY TABLE

EFFECTIVE 7/1/2016

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	Steps
PF01	34,579.14	35,731.75	36,884.35	38,036.96	39,189.55	40,342.15	41,494.76	42,647.36	43,799.95	44,952.56	1,152.61
PF02	38,541.71	39,826.13	41,110.56	42,394.98	43,679.41	44,963.82	46,248.25	47,532.67	48,817.10	50,101.53	1,284.42
PF03	42,827.63	44,255.14	45,682.65	47,110.16	48,537.68	49,965.19	51,392.70	52,820.21	54,247.72	55,675.24	1,427.51
PF04	47,435.77	49,016.52	50,597.25	52,178.00	53,758.74	55,339.48	56,920.23	58,500.97	60,081.71	61,662.45	1,580.74
PF05	52,395.45	54,141.82	55,888.18	57,634.54	59,380.92	61,127.28	62,873.64	64,620.01	66,366.37	68,112.73	1,746.36
PF06	57,698.76	59,622.02	61,545.28	63,468.54	65,391.79	67,315.04	69,238.29	71,161.55	73,084.81	75,008.06	1,923.26
PF07	60,583.70	62,603.13	64,622.57	66,642.02	68,661.45	70,680.89	72,700.32	74,719.76	76,739.20	78,758.63	2,019.44
PF08	63,393.05	65,506.71	67,620.37	69,734.04	71,847.70	73,961.37	76,075.04	78,188.70	80,302.36	82,416.04	2,113.66
PF09	66,562.70	68,781.24	70,999.77	73,218.30	75,436.84	77,655.37	79,873.91	82,092.45	84,310.97	86,529.51	2,218.54
PF10	69,691.12	72,013.92	74,336.72	76,659.53	78,982.33	81,305.13	83,627.95	85,950.75	88,273.55	90,596.35	2,322.80
PF11	75,981.52	78,514.31	81,047.11	83,579.89	86,112.69	88,645.48	91,178.27	93,711.06	96,243.86	98,776.66	2,532.80
PF12	81,300.23	84,009.96	86,719.70	89,429.43	92,139.17	94,848.91	97,558.64	100,268.38	102,978.12	105,687.85	2,709.74

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
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\* Note: Steps may vary slightly due to rounding

GRADE	Minimum	Midpoint	Maximum
PF13	88,610.45	113,420.36	138,230.26
PF14	104,713.90	138,208.16	171,702.42
PF15	123,169.95	166,263.52	209,357.09

Open Range

FISCAL YEAR 2017 TRADES AND LABOR PAY TABLE

EFFECTIVE 7/1/2016

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	GRADE	STEP1	STEP2	STEP3	STEP4	STEP5
TG01	21,776.36	22,660.79	23,545.24	24,453.59	25,361.92	TL01	23,927.70	24,907.75	25,839.99	26,843.95	27,871.83	TS01	35,377.61	36,931.36	38,317.79	39,847.61	41,473.08
TG02	22,875.92	23,808.18	24,740.42	25,696.57	26,652.73	TL02	25,098.97	26,126.85	27,154.72	28,230.38	29,306.05	TS02	36,787.94	38,437.30	39,895.42	41,449.17	43,122.43
TG03	25,624.86	26,652.73	27,728.40	28,756.26	29,879.74	TL03	28,134.76	29,306.05	30,453.42	31,672.52	32,819.92	TS03	38,771.94	40,277.89	41,951.15	43,504.90	45,154.26
TG04	28,158.67	29,306.05	30,525.14	31,672.52	32,891.62	TL04	31,003.21	32,413.55	33,680.43	35,019.05	36,309.86	TS04	40,469.12	42,118.47	43,839.55	45,512.81	47,281.70
TG05	29,999.25	31,313.97	32,604.77	33,919.48	35,138.57	TL05	33,035.04	34,421.45	35,760.07	37,313.83	38,604.63	TS05	42,214.10	43,911.26	45,799.67	47,449.03	49,241.82
TG06	31,815.96	33,130.66	34,421.45	35,736.17	37,122.59	TL06	35,019.05	36,381.57	37,815.79	39,297.82	40,851.57	TS06	44,054.69	45,943.08	47,759.78	49,552.56	51,512.67
TG07	33,608.73	35,138.57	36,453.28	37,863.60	39,273.93	TL07	36,931.36	38,509.00	39,943.24	41,496.99	43,218.06	TS07	45,919.18	47,759.78	49,672.09	51,608.28	53,520.58
TG08	35,401.52	36,907.46	38,413.39	39,847.61	41,305.76	TL08	38,963.18	40,684.25	42,214.10	43,839.55	45,441.12	TS08	47,544.64	49,552.56	51,608.28	53,520.58	55,552.41
TG09	37,313.83	38,819.75	40,301.79	41,951.15	43,433.18	TL09	40,995.00	42,692.17	44,317.63	46,014.80	47,759.78	TS09	49,480.84	51,560.47	53,520.58	55,695.84	57,679.85
TG10	38,963.18	40,684.25	42,214.10	43,839.55	45,441.12	TL10	42,859.49	44,819.61	46,516.78	48,285.66	50,054.53	TS10	51,178.02	53,353.26	55,432.89	57,655.94	59,735.57
TG11	40,803.77	42,453.14	44,126.40	45,919.18	47,544.64	TL11	44,963.04	46,803.63	48,596.41	50,628.23	52,397.11	TS11	53,138.13	55,241.67	57,536.42	59,687.77	61,910.83
TG12	42,548.75	44,245.92	46,014.80	47,807.58	49,624.28	TL12	46,827.51	48,811.54	50,747.75	52,660.06	54,572.36	TS12	54,907.01	57,201.78	59,544.34	61,791.30	64,133.88
TG13	44,222.02	46,038.71	47,974.91	49,839.40	51,703.90	TL13	48,811.54	50,843.36	52,922.98	54,907.01	56,914.93	TS13	57,464.71	59,735.57	62,173.76	64,492.43	67,002.33
TG14	46,014.80	47,974.91	49,887.21	51,871.23	53,664.00	TL14	50,723.85	52,731.77	54,907.01	57,082.26	59,161.89	TS14	60,404.88	62,986.49	65,520.30	68,030.19	70,444.48
TG15	47,855.39	49,935.02	51,919.03	53,926.95	55,982.68	TL15	52,660.06	54,907.01	57,106.15	59,305.32	61,432.74	TS15	64,109.96	66,763.29	69,368.80	72,069.93	74,699.34
TG16	49,672.09	51,727.81	53,735.73	55,958.78	57,918.89	TL16	54,548.46	56,891.02	59,185.79	61,384.95	63,631.89	TS16	68,269.23	71,137.69	73,958.32	76,802.89	79,647.43

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

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

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

\* Note: Steps may vary slightly due to rounding

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

<b>GRADE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
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 EMERGENCY TELECOMMUNICATIONS PAY TABLE

EFFECTIVE 7/1/2016

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	Steps
ET01	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
ET02	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
ET03	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
ET04	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
ET05	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
ET06	56,239.71	58,114.52	59,989.32	61,864.12	63,738.94	65,613.75	67,488.55	69,363.36	71,238.16	73,112.98	1,874.81

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

GRADE	Minimum	Midpoint	Maximum
ET07	67,404.05	81,024.01	94,643.96
ET08	78,613.34	98,266.67	117,920.00

Open Range

**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



**FISCAL YEAR 2017 PART-TIME/SEASONAL PAY TABLE**

**EFFECTIVE 7/1/2016**

09020 Part-Time/Seasonal		Open Range	
		MIN	MAX
09100	Part-Time Worker 1	7.86	12.88
09101	Part-Time Worker 2	8.64	14.37
09102	Part-Time Worker 3	9.76	15.53
10893	Part-Time Worker 4	11.24	18.56
09103	Seasonal Worker 1	7.86	11.50
09104	Seasonal Worker 2	8.25	12.07
09105	Seasonal Worker 3	8.94	14.37
09106	Seasonal Worker 4	9.51	14.94
09107	Seasonal Worker 5	9.76	15.53
10894	Seasonal Worker 6	10.31	17.01
10895	Seasonal Worker 7	11.24	18.56
09108	Sports Official (per game)	8.25	68.70
09109	Chief Umpire (per game)	15.47	39.07
09110	Sports Scorer (per game)	8.25	15.47