



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 (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.

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.

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.

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 (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), and Park Police (PK)

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/PK	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 2018 STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2017

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP
ST01	21,461.52	22,176.87	22,892.23	23,607.61	24,322.98	25,038.34	25,753.70	26,469.06	27,184.43	27,899.79	715.35
ST02	23,404.05	24,184.16	24,964.27	25,744.40	26,524.52	27,304.61	28,084.73	28,864.85	29,644.95	30,425.08	780.11
ST03	25,522.42	26,373.13	27,223.85	28,074.59	28,925.31	29,776.03	30,626.75	31,477.48	32,328.20	33,178.93	850.71
ST04	27,832.52	28,760.23	29,687.96	30,615.70	31,543.42	32,471.13	33,398.85	34,326.59	35,254.31	36,182.04	927.72
ST05	30,351.70	31,363.39	32,375.09	33,386.80	34,398.49	35,410.18	36,421.87	37,433.58	38,445.27	39,456.97	1,011.69
ST06	33,098.91	34,202.17	35,305.44	36,408.73	37,511.99	38,615.24	39,718.51	40,821.79	41,925.05	43,028.31	1,103.26
ST07	36,094.77	37,297.90	38,501.03	39,704.16	40,907.29	42,110.40	43,313.54	44,516.68	45,719.79	46,922.92	1,203.13
ST08	39,361.80	40,673.84	41,985.85	43,297.89	44,609.91	45,921.93	47,233.96	48,545.98	49,858.01	51,170.03	1,312.04
ST09	42,924.54	44,355.32	45,786.11	47,216.88	48,647.67	50,078.44	51,509.22	52,940.00	54,370.78	55,801.57	1,430.78
ST10	47,413.40	48,993.58	50,573.76	52,153.94	53,734.12	55,314.29	56,894.47	58,474.64	60,054.83	61,635.01	1,580.17
ST11	52,211.39	53,951.31	55,691.24	57,431.15	59,171.08	60,910.99	62,650.91	64,390.84	66,130.75	67,870.68	1,739.92

Move to next step after				Move to next step after				
1 year	1 year	1 year	1 year	2 years	2 years	2 years	2 years	2 years

* Note: steps may vary slightly due to rounding

FISCAL YEAR 2018 OPEN RANGE PAY TABLE

EFFECTIVE 7/1/2017

GRADE	Minimum	Midpoint	Maximum
OR01	39,361.80	45,265.92	51,170.03
OR02	42,924.54	49,363.05	55,801.57
OR03	47,413.40	54,524.21	61,635.01
OR04	52,211.39	60,041.04	67,870.68
OR05	57,364.50	65,970.44	74,576.38
OR06	63,058.31	74,093.51	85,128.72
OR07	68,752.13	82,644.49	96,536.84
OR08	74,468.86	91,224.36	107,979.86
OR09	80,185.61	100,232.00	120,278.40
OR10	87,470.17	111,524.47	135,578.78
OR11	94,754.76	123,181.18	151,607.61
OR12	103,104.47	136,613.41	170,122.36
OR13	111,454.17	150,463.12	189,472.08

Open Range

FISCAL YEAR 2018 TRADES AND LABOR PAY TABLE

EFFECTIVE 7/1/2017

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	GRADE	STEP1	STEP2	STEP3	STEP4	STEP5
TG01	22,211.89	23,114.01	24,016.14	24,942.66	25,869.16	TL01	24,406.25	25,405.91	26,356.79	27,380.83	28,429.27	TS01	36,085.16	37,669.99	39,084.15	40,644.56	42,302.54
TG02	23,333.44	24,284.34	25,235.23	26,210.50	27,185.78	TL02	25,600.95	26,649.39	27,697.81	28,794.99	29,892.17	TS02	37,523.70	39,206.05	40,693.33	42,278.15	43,984.88
TG03	26,137.36	27,185.78	28,282.97	29,331.39	30,477.33	TL03	28,697.46	29,892.17	31,062.49	32,305.97	33,476.32	TS03	39,547.38	41,083.45	42,790.17	44,375.00	46,057.35
TG04	28,721.84	29,892.17	31,135.64	32,305.97	33,549.45	TL04	31,623.27	33,061.82	34,354.04	35,719.43	37,036.06	TS04	41,278.50	42,960.84	44,716.34	46,423.07	48,227.33
TG05	30,599.24	31,940.25	33,256.87	34,597.87	35,841.34	TL05	33,695.74	35,109.88	36,475.27	38,060.11	39,376.72	TS05	43,058.38	44,789.49	46,715.66	48,398.01	50,226.66
TG06	32,452.28	33,793.27	35,109.88	36,450.89	37,865.04	TL06	35,719.43	37,109.20	38,572.11	40,083.78	41,668.60	TS06	44,935.78	46,861.94	48,714.98	50,543.61	52,542.92
TG07	34,280.90	35,841.34	37,182.35	38,620.87	40,059.41	TL07	37,669.99	39,279.18	40,742.10	42,326.93	44,082.42	TS07	46,837.56	48,714.98	50,665.53	52,640.45	54,590.99
TG08	36,109.55	37,645.61	39,181.66	40,644.56	42,131.88	TL08	39,742.44	41,497.94	43,058.38	44,716.34	46,349.94	TS08	48,495.53	50,543.61	52,640.45	54,590.99	56,663.46
TG09	38,060.11	39,596.15	41,107.83	42,790.17	44,301.84	TL09	41,814.90	43,546.01	45,203.98	46,935.10	48,714.98	TS09	50,470.46	52,591.68	54,590.99	56,809.76	58,833.45
TG10	39,742.44	41,497.94	43,058.38	44,716.34	46,349.94	TL10	43,716.68	45,716.00	47,447.12	49,251.37	51,055.62	TS10	52,201.58	54,420.33	56,541.55	58,809.06	60,930.28
TG11	41,619.85	43,302.20	45,008.93	46,837.56	48,495.53	TL11	45,862.30	47,739.70	49,568.34	51,640.79	53,445.05	TS11	54,200.89	56,346.50	58,687.15	60,881.53	63,149.05
TG12	43,399.73	45,130.84	46,935.10	48,763.73	50,616.77	TL12	47,764.06	49,787.77	51,762.71	53,713.26	55,663.81	TS12	56,005.15	58,345.82	60,735.23	63,027.13	65,416.56
TG13	45,106.46	46,959.48	48,934.41	50,836.19	52,737.98	TL13	49,787.77	51,860.23	53,981.44	56,005.15	58,053.23	TS13	58,614.00	60,930.28	63,417.24	65,782.28	68,342.38
TG14	46,935.10	48,934.41	50,884.95	52,908.65	54,737.28	TL14	51,738.33	53,786.41	56,005.15	58,223.91	60,345.13	TS14	61,612.98	64,246.22	66,830.71	69,390.79	71,853.37
TG15	48,812.50	50,933.72	52,957.41	55,005.49	57,102.33	TL15	53,713.26	56,005.15	58,248.27	60,491.43	62,661.39	TS15	65,392.16	68,098.56	70,756.18	73,511.33	76,193.33
TG16	50,665.53	52,762.37	54,810.44	57,077.96	59,077.27	TL16	55,639.43	58,028.84	60,369.51	62,612.65	64,904.53	TS16	69,634.61	72,560.44	75,437.49	78,338.95	81,240.38

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

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

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

FISCAL YEAR 2018 CORRECTIONAL OFFICER PAY TABLE

EFFECTIVE 7/1/2017

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP
CO01	36,094.77	37,297.90	38,501.03	39,704.16	40,907.29	42,110.40	43,313.54	44,516.68	45,719.79	46,922.92	1,203.13
CO02	39,361.80	40,673.84	41,985.85	43,297.89	44,609.91	45,921.93	47,233.96	48,545.98	49,858.01	51,170.03	1,312.04
CO03	42,924.54	44,355.32	45,786.11	47,216.88	48,647.67	50,078.44	51,509.22	52,940.00	54,370.78	55,801.57	1,430.78
CO04	47,413.40	48,993.58	50,573.76	52,153.94	53,734.12	55,314.29	56,894.47	58,474.64	60,054.83	61,635.01	1,580.17
CO05	52,211.39	53,951.31	55,691.24	57,431.15	59,171.08	60,910.99	62,650.91	64,390.84	66,130.75	67,870.68	1,739.92

Move to next step after										
1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year

* Note: steps may vary slightly due to rounding

FISCAL YEAR 2018 EMERGENCY TELECOMMUNICATIONS PAY TABLE

EFFECTIVE 7/1/2017

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP
ET01	33,098.91	34,202.17	35,305.44	36,408.73	37,511.99	38,615.24	39,718.51	40,821.79	41,925.05	43,028.31	1,103.26
ET02	36,094.77	37,297.90	38,501.03	39,704.16	40,907.29	42,110.40	43,313.54	44,516.68	45,719.79	46,922.92	1,203.13
ET03	42,924.54	44,355.32	45,786.11	47,216.88	48,647.67	50,078.44	51,509.22	52,940.00	54,370.78	55,801.57	1,430.78
ET04	47,413.40	48,993.58	50,573.76	52,153.94	53,734.12	55,314.29	56,894.47	58,474.64	60,054.83	61,635.01	1,580.17
ET05	52,211.39	53,951.31	55,691.24	57,431.15	59,171.08	60,910.99	62,650.91	64,390.84	66,130.75	67,870.68	1,739.92
ET06	57,364.50	59,276.81	61,189.11	63,101.40	65,013.72	66,926.03	68,838.32	70,750.63	72,662.92	74,575.24	1,912.31

Move to next step after				Move to next step after			
1 year	1 year	1 year	1 year	2 years	2 years	2 years	2 years

GRADE	Minimum	Midpoint	Maximum
ET07	68,752.13	82,644.49	96,536.84
ET08	80,185.61	100,232.00	120,278.40

Open Range

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FISCAL YEAR 2018 PARK POLICE PAY TABLE

EFFECTIVE 7/1/2017

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP
PK01	39,312.54	40,622.65	41,932.77	43,242.88	44,553.00	45,863.10	47,173.22	48,483.32	49,793.44	51,103.56	1,310.11
PK02	42,924.54	44,355.32	45,786.11	47,216.88	48,647.67	50,078.44	51,509.22	52,940.00	54,370.78	55,801.57	1,430.78
PK03	52,211.39	53,951.31	55,691.24	57,431.15	59,171.08	60,910.99	62,650.91	64,390.84	66,130.75	67,870.68	1,739.92
PK04	63,058.31	65,510.57	67,962.84	70,415.11	72,867.38	75,319.65	77,771.92	80,224.18	82,676.46	85,128.72	2,452.26

Move to next step after									
**	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year

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** Park Police Trainee employees are paid at Step 1 of grade PK01 while attending the Police Training Academy. After successful completion of the academy, employees are reclassified to Park Police 1 (PK01) at Step 2. For all other grades, Step 1 is a 1-year step.

FISCAL YEAR 2018 SPECIAL PAY TABLE – GENERAL PAY PLAN

EFFECTIVE 7/1/2017

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	41,205.31	53,561.73
	JS02	49,446.37	64,280.28
	JS03	59,335.64	77,136.34
School Patrol		<u>Minimum</u>	<u>Maximum</u>
HOURLY	SP01	10.81	14.66
	SS01	12.43	15.84
Directors Pay		<u>Minimum</u>	<u>Maximum</u>
ANNUAL	DP01	56,261.34	118,658.72
	DP02	94,754.76	182,786.22
	DP03	129,610.95	259,999.61

FISCAL YEAR 2018 PART TIME – SEASONAL PAY TABLE ¹

EFFECTIVE 7/1/2017

09020 Part-Time/Seasonal		Open	Range
		MIN	MAX
09100	Part-Time Worker 1	7.62	12.49
09101	Part-Time Worker 2	8.38	13.94
09102	Part-Time Worker 3	9.47	15.06
10893	Part-Time Worker 4	10.90	18.00
09103	Seasonal Worker 1	7.62	11.15
09104	Seasonal Worker 2	8.00	11.71
09105	Seasonal Worker 3	8.67	13.94
09106	Seasonal Worker 4	9.22	14.49
09107	Seasonal Worker 5	9.47	15.06
10894	Seasonal Worker 6	10.00	16.50
10895	Seasonal Worker 7	10.90	18.00
09108	Sports Official (per game)	8.00	66.63
09109	Chief Umpire (per game)	15.00	37.90
09110	Sports Scorer (per game)	8.00	15.00

¹ Chart reflects FY 2017 rates; no changes are planned for Part-Time – Seasonal rates by the Parks & Recreation Department

EXPLANATION OF PAY TYPES

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Standard Range Schedule (ST):

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Bonus Plans:

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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:

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EXPLANATION OF PAY CALCULATIONS

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ST/PF/CO/ET/PK	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 2019 STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2018

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP
ST01	22,105.37	22,842.18	23,579.00	24,315.84	25,052.67	25,789.49	26,526.31	27,263.13	27,999.96	28,736.78	736.81
ST02	24,106.17	24,909.68	25,713.20	26,516.73	27,320.26	28,123.75	28,927.27	29,730.80	30,534.30	31,337.83	803.51
ST03	26,288.09	27,164.32	28,040.57	28,916.83	29,793.07	30,669.31	31,545.55	32,421.80	33,298.05	34,174.30	876.23
ST04	28,667.50	29,623.04	30,578.60	31,534.17	32,489.72	33,445.26	34,400.82	35,356.39	36,311.94	37,267.50	955.55
ST05	31,262.25	32,304.29	33,346.34	34,388.40	35,430.44	36,472.49	37,514.53	38,556.59	39,598.63	40,640.68	1,042.04
ST06	34,091.88	35,228.24	36,364.60	37,500.99	38,637.35	39,773.70	40,910.07	42,046.44	43,182.80	44,319.16	1,136.36
ST07	37,177.61	38,416.84	39,656.06	40,895.28	42,134.51	43,373.71	44,612.95	45,852.18	47,091.38	48,330.61	1,239.22
ST08	40,542.65	41,894.06	43,245.43	44,596.83	45,948.21	47,299.59	48,650.98	50,002.36	51,353.75	52,705.13	1,351.40
ST09	44,212.28	45,685.98	47,159.69	48,633.39	50,107.10	51,580.79	53,054.50	54,528.20	56,001.90	57,475.62	1,473.70
ST10	48,835.80	50,463.39	52,090.97	53,718.56	55,346.14	56,973.72	58,601.30	60,228.88	61,856.47	63,484.06	1,627.58
ST11	53,777.73	55,569.85	57,361.98	59,154.08	60,946.21	62,738.32	64,530.44	66,322.57	68,114.67	69,906.80	1,792.12

Move to next step after				Move to next step after				
1 year	1 year	1 year	1 year	2 years	2 years	2 years	2 years	2 years

* Note: steps may vary slightly due to rounding

FISCAL YEAR 2019 OPEN RANGE PAY TABLE

EFFECTIVE 7/1/2018

GRADE	Minimum	Midpoint	Maximum
OR01	40,542.65	46,623.90	52,705.13
OR02	44,212.28	50,843.94	57,475.62
OR03	48,835.80	56,159.94	63,484.06
OR04	53,777.73	61,842.27	69,906.80
OR05	59,085.44	67,949.55	76,813.67
OR06	64,950.06	76,316.32	87,682.58
OR07	70,814.69	85,123.82	99,432.95
OR08	76,702.93	93,961.09	111,219.26
OR09	82,591.18	103,238.96	123,886.75
OR10	90,094.28	114,870.20	139,646.14
OR11	97,597.40	126,876.62	156,155.84
OR12	106,197.60	140,711.81	175,226.03
OR13	114,797.80	154,977.01	195,156.24

Open Range

FISCAL YEAR 2019 TRADES AND LABOR PAY TABLE

EFFECTIVE 7/1/2018

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5
TG01	22,878.25	23,807.43	24,736.62	25,690.94	26,645.23
TG02	24,033.44	25,012.87	25,992.29	26,996.82	28,001.35
TG03	26,921.48	28,001.35	29,131.46	30,211.33	31,391.65
TG04	29,583.50	30,788.94	32,069.71	33,275.15	34,555.93
TG05	31,517.22	32,898.46	34,254.58	35,635.81	36,916.58
TG06	33,425.85	34,807.07	36,163.18	37,544.42	39,000.99
TG07	35,309.33	36,916.58	38,297.82	39,779.50	41,261.19
TG08	37,192.84	38,774.98	40,357.11	41,863.90	43,395.84
TG09	39,201.91	40,784.03	42,341.06	44,073.88	45,630.90
TG10	40,934.71	42,742.88	44,350.13	46,057.83	47,740.44
TG11	42,868.45	44,601.27	46,359.20	48,242.69	49,950.40
TG12	44,701.72	46,484.77	48,343.15	50,226.64	52,135.27
TG13	46,459.65	48,368.26	50,402.44	52,361.28	54,320.12
TG14	48,343.15	50,402.44	52,411.50	54,495.91	56,379.40
TG15	50,276.88	52,461.73	54,546.13	56,655.65	58,815.40
TG16	52,185.50	54,345.24	56,454.75	58,790.30	60,849.59

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

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5
TL01	25,138.44	26,168.09	27,147.49	28,202.25	29,282.15
TL02	26,368.98	27,448.87	28,528.74	29,658.84	30,788.94
TL03	29,558.38	30,788.94	31,994.36	33,275.15	34,480.61
TL04	32,571.97	34,053.67	35,384.66	36,791.01	38,147.14
TL05	34,706.61	36,163.18	37,569.53	39,201.91	40,558.02
TL06	36,791.01	38,222.48	39,729.27	41,286.29	42,918.66
TL07	38,800.09	40,457.56	41,964.36	43,596.74	45,404.89
TL08	40,934.71	42,742.88	44,350.13	46,057.83	47,740.44
TL09	43,069.35	44,852.39	46,560.10	48,343.15	50,176.43
TL10	45,028.18	47,087.48	48,870.53	50,728.91	52,587.29
TL11	47,238.17	49,171.89	51,055.39	53,190.01	55,048.40
TL12	49,196.98	51,281.40	53,315.59	55,324.66	57,333.72
TL13	51,281.40	53,416.04	55,600.88	57,685.30	59,794.83
TL14	53,290.48	55,400.00	57,685.30	59,970.63	62,155.48
TL15	55,324.66	57,685.30	59,995.72	62,306.17	64,541.23
TL16	57,308.61	59,769.71	62,180.60	64,491.03	66,851.67

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

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5
TS01	37,167.71	38,800.09	40,256.67	41,863.90	43,571.62
TS02	38,649.41	40,382.23	41,914.13	43,546.49	45,304.43
TS03	40,733.80	42,315.95	44,073.88	45,706.25	47,439.07
TS04	42,516.86	44,249.67	46,057.83	47,815.76	49,674.15
TS05	44,350.13	46,133.17	48,117.13	49,849.95	51,733.46
TS06	46,283.85	48,267.80	50,176.43	52,059.92	54,119.21
TS07	48,242.69	50,176.43	52,185.50	54,219.66	56,228.72
TS08	49,950.40	52,059.92	54,219.66	56,228.72	58,363.36
TS09	51,984.57	54,169.43	56,228.72	58,514.05	60,598.45
TS10	53,767.63	56,052.94	58,237.80	60,573.33	62,758.19
TS11	55,826.92	58,036.90	60,447.76	62,707.98	65,043.52
TS12	57,685.30	60,096.19	62,557.29	64,917.94	67,379.06
TS13	60,372.42	62,758.19	65,319.76	67,755.75	70,392.65
TS14	63,461.37	66,173.61	68,835.63	71,472.51	74,008.97
TS15	67,353.92	70,141.52	72,878.87	75,716.67	78,479.13
TS16	71,723.65	74,737.25	77,700.61	80,689.12	83,677.59

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

FISCAL YEAR 2019 CORRECTIONAL OFFICER PAY TABLE

EFFECTIVE 7/1/2018

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP
CO01	37,177.61	38,416.84	39,656.06	40,895.28	42,134.51	43,373.71	44,612.95	45,852.18	47,091.38	48,330.61	1,239.22
CO02	40,542.65	41,894.06	43,245.43	44,596.83	45,948.21	47,299.59	48,650.98	50,002.36	51,353.75	52,705.13	1,351.40
CO03	44,212.28	45,685.98	47,159.69	48,633.39	50,107.10	51,580.79	53,054.50	54,528.20	56,001.90	57,475.62	1,473.70
CO04	48,835.80	50,463.39	52,090.97	53,718.56	55,346.14	56,973.72	58,601.30	60,228.88	61,856.47	63,484.06	1,627.58
CO05	53,777.73	55,569.85	57,361.98	59,154.08	60,946.21	62,738.32	64,530.44	66,322.57	68,114.67	69,906.80	1,792.12

Move to next step after									
1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year

* Note: steps may vary slightly due to rounding

FISCAL YEAR 2019 EMERGENCY TELECOMMUNICATIONS PAY TABLE

EFFECTIVE 7/1/2018

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP
ET01	34,091.88	35,228.24	36,364.60	37,500.99	38,637.35	39,773.70	40,910.07	42,046.44	43,182.80	44,319.16	1,136.36
ET02	37,177.61	38,416.84	39,656.06	40,895.28	42,134.51	43,373.71	44,612.95	45,852.18	47,091.38	48,330.61	1,239.22
ET03	44,212.28	45,685.98	47,159.69	48,633.39	50,107.10	51,580.79	53,054.50	54,528.20	56,001.90	57,475.62	1,473.70
ET04	48,835.80	50,463.39	52,090.97	53,718.56	55,346.14	56,973.72	58,601.30	60,228.88	61,856.47	63,484.06	1,627.58
ET05	53,777.73	55,569.85	57,361.98	59,154.08	60,946.21	62,738.32	64,530.44	66,322.57	68,114.67	69,906.80	1,792.12
ET06	59,085.44	61,055.11	63,024.78	64,994.44	66,964.13	68,933.81	70,903.47	72,873.15	74,842.81	76,812.50	1,969.68

Move to next step after					Move to next step after				
1 year	1 year	1 year	1 year	2 years	2 years	2 years	2 years	2 years	2 years

GRADE	Minimum	Midpoint	Maximum
ET07	70,814.69	85,123.82	99,432.95
ET08	82,591.18	103,238.96	123,886.75

Open Range

* Note: steps may vary slightly due to rounding

FISCAL YEAR 2019 PARK POLICE PAY TABLE

EFFECTIVE 7/1/2018

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP
PK01	40,491.92	41,841.33	43,190.75	44,540.17	45,889.59	47,238.99	48,588.42	49,937.82	51,287.24	52,636.67	1,349.41
PK02	44,212.28	45,685.98	47,159.69	48,633.39	50,107.10	51,580.79	53,054.50	54,528.20	56,001.90	57,475.62	1,473.70
PK03	53,777.73	55,569.85	57,361.98	59,154.08	60,946.21	62,738.32	64,530.44	66,322.57	68,114.67	69,906.80	1,792.12
PK04	64,950.06	67,475.89	70,001.73	72,527.56	75,053.40	77,579.24	80,105.08	82,630.91	85,156.75	87,682.58	2,525.83

Move to next step after										
**	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year

* Note: steps may vary slightly due to rounding

** Park Police Trainee employees are paid at Step 1 of grade PK01 while attending the Police Training Academy. After successful completion of the academy, employees are reclassified to Park Police 1 (PK01) at Step 2. For all other grades, Step 1 is a 1-year step.

FISCAL YEAR 2019 SPECIAL PAY TABLE – GENERAL PAY PLAN

EFFECTIVE 7/1/2018

Council Member				Judicial Services		<u>Minimum</u>	<u>Maximum</u>
ANNUAL	CM	15,000.00		ANNUAL	JS01	42,441.47	55,168.58
					JS02	50,929.76	66,208.69
Metro Mayor					JS03	61,115.71	79,450.43
ANNUAL	MM	180,000.00		School Patrol		<u>Minimum</u>	<u>Maximum</u>
				HOURLY	SP01	11.14	15.10
Vice Mayor					SS01	12.80	16.31
ANNUAL	VM	17,000.00		Directors Pay		<u>Minimum</u>	<u>Maximum</u>
				ANNUAL	DP01	57,949.18	122,218.48
Public Defender					DP02	97,597.40	188,269.81
ANNUAL	PD	148,505.00			DP03	133,499.28	267,799.60
		166,526.00	*Effective at beginning of next term				
Board of Education Member							
ANNUAL	BE	14,000.00					

09020 Part-Time/Seasonal		Open	Range
		MIN	MAX
09100	Part-Time Worker 1	7.62	12.49
09101	Part-Time Worker 2	8.38	13.94
09102	Part-Time Worker 3	9.47	15.06
10893	Part-Time Worker 4	10.90	18.00
09103	Seasonal Worker 1	7.62	11.15
09104	Seasonal Worker 2	8.00	11.71
09105	Seasonal Worker 3	8.67	13.94
09106	Seasonal Worker 4	9.22	14.49
09107	Seasonal Worker 5	9.47	15.06
10894	Seasonal Worker 6	10.00	16.50
10895	Seasonal Worker 7	10.90	18.00
09108	Sports Official (per game)	8.00	66.63
09109	Chief Umpire (per game)	15.00	37.90
09110	Sports Scorer (per game)	8.00	15.00

² Chart reflects FY 2017 rates; no changes are planned for Part-Time – Seasonal rates by the Parks & Recreation Department

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 (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.

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.

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.

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 (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), and Park Police (PK)

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/PK	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 2020 STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2019

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP
ST01	22,768.53	23,527.45	24,286.37	25,045.32	25,804.25	26,563.17	27,322.10	28,081.02	28,839.96	29,598.88	758.91
ST02	24,829.36	25,656.97	26,484.60	27,312.23	28,139.87	28,967.46	29,795.09	30,622.72	31,450.33	32,277.96	827.62
ST03	27,076.73	27,979.25	28,881.79	29,784.33	30,686.86	31,589.39	32,491.92	33,394.45	34,296.99	35,199.53	902.52
ST04	29,527.53	30,511.73	31,495.96	32,480.20	33,464.41	34,448.62	35,432.84	36,417.08	37,401.30	38,385.53	984.22
ST05	32,200.12	33,273.42	34,346.73	35,420.05	36,493.35	37,566.66	38,639.97	39,713.29	40,786.59	41,859.90	1,073.30
ST06	35,114.64	36,285.09	37,455.54	38,626.02	39,796.47	40,966.91	42,137.37	43,307.83	44,478.28	45,648.73	1,170.45
ST07	38,292.94	39,569.35	40,845.74	42,122.14	43,398.55	44,674.92	45,951.34	47,227.75	48,504.12	49,780.53	1,276.40
ST08	41,758.93	43,150.88	44,542.79	45,934.73	47,326.66	48,718.58	50,110.51	51,502.43	52,894.36	54,286.28	1,391.94
ST09	45,538.65	47,056.56	48,574.48	50,092.39	51,610.31	53,128.21	54,646.14	56,164.05	57,681.96	59,199.89	1,517.91
ST10	50,300.87	51,977.29	53,653.70	55,330.12	57,006.52	58,682.93	60,359.34	62,035.75	63,712.16	65,388.58	1,676.41
ST11	55,391.06	57,236.95	59,082.84	60,928.70	62,774.60	64,620.47	66,466.35	68,312.25	70,158.11	72,004.00	1,845.88

Move to next step after				Move to next step after				
1 year	1 year	1 year	1 year	2 years	2 years	2 years	2 years	2 years

* Note: steps may vary slightly due to rounding

FISCAL YEAR 2020 OPEN RANGE PAY TABLE

EFFECTIVE 7/1/2019

GRADE	Minimum	Midpoint	Maximum
OR01	41,758.93	48,022.62	54,286.28
OR02	45,538.65	52,369.26	59,199.89
OR03	50,300.87	57,844.74	65,388.58
OR04	55,391.06	63,697.54	72,004.00
OR05	60,858.00	69,988.04	79,118.08
OR06	66,898.56	78,605.81	90,313.06
OR07	72,939.13	87,677.53	102,415.94
OR08	79,004.02	96,779.92	114,555.84
OR09	85,068.92	106,336.13	127,603.35
OR10	92,797.11	118,316.31	143,835.52
OR11	100,525.32	130,682.92	160,840.52
OR12	109,383.53	144,933.16	180,482.81
OR13	118,241.73	159,626.32	201,010.93

Open Range

FISCAL YEAR 2020 TRADES AND LABOR PAY TABLE

EFFECTIVE 7/1/2019

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5
TG01	23,564.60	24,521.65	25,478.72	26,461.67	27,444.59
TG02	24,754.44	25,763.26	26,772.06	27,806.72	28,841.39
TG03	27,729.12	28,841.39	30,005.40	31,117.67	32,333.40
TG04	30,471.01	31,712.61	33,031.80	34,273.40	35,592.61
TG05	32,462.74	33,885.41	35,282.22	36,704.88	38,024.08
TG06	34,428.63	35,851.28	37,248.08	38,670.75	40,171.02
TG07	36,368.61	38,024.08	39,446.75	40,972.89	42,499.03
TG08	38,308.63	39,938.23	41,567.82	43,119.82	44,697.72
TG09	40,377.97	42,007.55	43,611.29	45,396.10	46,999.83
TG10	42,162.75	44,025.17	45,680.63	47,439.56	49,172.65
TG11	44,154.50	45,939.31	47,749.98	49,689.97	51,448.91
TG12	46,042.77	47,879.31	49,793.44	51,733.44	53,699.33
TG13	47,853.44	49,819.31	51,914.51	53,932.12	55,949.72
TG14	49,793.44	51,914.51	53,983.85	56,130.79	58,070.78
TG15	51,785.19	54,035.58	56,182.51	58,355.32	60,579.86
TG16	53,751.07	55,975.60	58,148.39	60,554.01	62,675.08

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

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5
TL01	25,892.59	26,953.13	27,961.91	29,048.32	30,160.61
TL02	27,160.05	28,272.34	29,384.60	30,548.61	31,712.61
TL03	30,445.13	31,712.61	32,954.19	34,273.40	35,515.03
TL04	33,549.13	35,075.28	36,446.20	37,894.74	39,291.55
TL05	35,747.81	37,248.08	38,696.62	40,377.97	41,774.76
TL06	37,894.74	39,369.15	40,921.15	42,524.88	44,206.22
TL07	39,964.09	41,671.29	43,223.29	44,904.64	46,767.04
TL08	42,162.75	44,025.17	45,680.63	47,439.56	49,172.65
TL09	44,361.43	46,197.96	47,956.90	49,793.44	51,681.72
TL10	46,379.03	48,500.10	50,336.65	52,250.78	54,164.91
TL11	48,655.32	50,647.05	52,587.05	54,785.71	56,699.85
TL12	50,672.89	52,819.84	54,915.06	56,984.40	59,053.73
TL13	52,819.84	55,018.52	57,268.91	59,415.86	61,588.67
TL14	54,889.19	57,062.00	59,415.86	61,769.75	64,020.14
TL15	56,984.40	59,415.86	61,795.59	64,175.36	66,477.47
TL16	59,027.87	61,562.80	64,046.02	66,425.76	68,857.22

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

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5
TS01	38,282.74	39,964.09	41,464.37	43,119.82	44,878.77
TS02	39,808.89	41,593.70	43,171.55	44,852.88	46,663.56
TS03	41,955.81	43,585.43	45,396.10	47,077.44	48,862.24
TS04	43,792.37	45,577.16	47,439.56	49,250.23	51,164.37
TS05	45,680.63	47,517.17	49,560.64	51,345.45	53,285.46
TS06	47,672.37	49,715.83	51,681.72	53,621.72	55,742.79
TS07	49,689.97	51,681.72	53,751.07	55,846.25	57,915.58
TS08	51,448.91	53,621.72	55,846.25	57,915.58	60,114.26
TS09	53,544.11	55,794.51	57,915.58	60,269.47	62,416.40
TS10	55,380.66	57,734.53	59,984.93	62,390.53	64,640.94
TS11	57,501.73	59,778.01	62,261.19	64,589.22	66,994.83
TS12	59,415.86	61,899.08	64,434.01	66,865.48	69,400.43
TS13	62,183.59	64,640.94	67,279.35	69,788.42	72,504.43
TS14	65,365.21	68,158.82	70,900.70	73,616.69	76,229.24
TS15	69,374.54	72,245.77	75,065.24	77,988.17	80,833.50
TS16	73,875.36	76,979.37	80,031.63	83,109.79	86,187.92

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

FISCAL YEAR 2020 CORRECTIONAL OFFICER PAY TABLE

EFFECTIVE 7/1/2019

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP
CO01	38,292.94	39,569.35	40,845.74	42,122.14	43,398.55	44,674.92	45,951.34	47,227.75	48,504.12	49,780.53	1,276.40
CO02	41,758.93	43,150.88	44,542.79	45,934.73	47,326.66	48,718.58	50,110.51	51,502.43	52,894.36	54,286.28	1,391.94
CO03	45,538.65	47,056.56	48,574.48	50,092.39	51,610.31	53,128.21	54,646.14	56,164.05	57,681.96	59,199.89	1,517.91
CO04	50,300.87	51,977.29	53,653.70	55,330.12	57,006.52	58,682.93	60,359.34	62,035.75	63,712.16	65,388.58	1,676.41
CO05	55,391.06	57,236.95	59,082.84	60,928.70	62,774.60	64,620.47	66,466.35	68,312.25	70,158.11	72,004.00	1,845.88

Move to next step after									
1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year

* Note: steps may vary slightly due to rounding

FISCAL YEAR 2020 EMERGENCY TELECOMMUNICATIONS PAY TABLE

EFFECTIVE 7/1/2019

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP
ET01	35,114.64	36,285.09	37,455.54	38,626.02	39,796.47	40,966.91	42,137.37	43,307.83	44,478.28	45,648.73	1,170.45
ET02	38,292.94	39,569.35	40,845.74	42,122.14	43,398.55	44,674.92	45,951.34	47,227.75	48,504.12	49,780.53	1,276.40
ET03	45,538.65	47,056.56	48,574.48	50,092.39	51,610.31	53,128.21	54,646.14	56,164.05	57,681.96	59,199.89	1,517.91
ET04	50,300.87	51,977.29	53,653.70	55,330.12	57,006.52	58,682.93	60,359.34	62,035.75	63,712.16	65,388.58	1,676.41
ET05	55,391.06	57,236.95	59,082.84	60,928.70	62,774.60	64,620.47	66,466.35	68,312.25	70,158.11	72,004.00	1,845.88
ET06	60,858.00	62,886.76	64,915.52	66,944.27	68,973.05	71,001.82	73,030.57	75,059.34	77,088.09	79,116.88	2,028.77

Move to next step after					Move to next step after				
1 year	1 year	1 year	1 year		2 years	2 years	2 years	2 years	2 years

GRADE	Minimum	Midpoint	Maximum
ET07	72,939.13	87,677.53	102,415.94
ET08	85,068.92	106,336.13	127,603.35

Open Range

* Note: steps may vary slightly due to rounding

FISCAL YEAR 2020 PARK POLICE PAY TABLE

EFFECTIVE 7/1/2019

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP
PK01	41,706.68	43,096.57	44,486.47	45,876.38	47,266.28	48,656.16	50,046.07	51,435.95	52,825.86	54,215.77	1,389.89
PK02	45,538.65	47,056.56	48,574.48	50,092.39	51,610.31	53,128.21	54,646.14	56,164.05	57,681.96	59,199.89	1,517.91
PK03	55,391.06	57,236.95	59,082.84	60,928.70	62,774.60	64,620.47	66,466.35	68,312.25	70,158.11	72,004.00	1,845.88
PK04	66,898.56	69,500.17	72,101.78	74,703.39	77,305.00	79,906.62	82,508.23	85,109.84	87,711.45	90,313.06	2,601.60

Move to next step after										
**	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year

* Note: steps may vary slightly due to rounding

** Park Police Trainee employees are paid at Step 1 of grade PK01 while attending the Police Training Academy. After successful completion of the academy, employees are reclassified to Park Police 1 (PK01) at Step 2. For all other grades, Step 1 is a 1-year step.

FISCAL YEAR 2020 SPECIAL PAY TABLE – GENERAL PAY PLAN

EFFECTIVE 7/1/2019

Council Member				Judicial Services		<u>Minimum</u>	<u>Maximum</u>
ANNUAL	CM	15,000.00		ANNUAL	JS01	43,714.71	56,823.64
		23,100.00	*Effective at beginning of next term		JS02	52,457.65	68,194.95
					JS03	62,949.18	81,833.94
Metro Mayor				School Patrol		<u>Minimum</u>	<u>Maximum</u>
ANNUAL	MM	180,000.00		HOURLY	SP01	11.47	15.55
					SS01	13.19	16.80
Vice Mayor				Directors Pay		<u>Minimum</u>	<u>Maximum</u>
ANNUAL	VM	17,000.00		ANNUAL	DP01	59,687.66	125,885.03
		25,230.00	*Effective at beginning of next term		DP02	100,525.32	193,917.90
					DP03	137,504.26	275,833.59
Public Defender							
ANNUAL	PD	166,526.00					
Board of Education Member							
ANNUAL	BE	14,000.00					

FISCAL YEAR 2020 PART TIME – SEASONAL PAY TABLE³

EFFECTIVE 7/1/2019

09020 Part-Time/Seasonal		Open	Range
		MIN	MAX
09100	Part-Time Worker 1	7.62	12.49
09101	Part-Time Worker 2	8.38	13.94
09102	Part-Time Worker 3	9.47	15.06
10893	Part-Time Worker 4	10.90	18.00
09103	Seasonal Worker 1	7.62	11.15
09104	Seasonal Worker 2	8.00	11.71
09105	Seasonal Worker 3	8.67	13.94
09106	Seasonal Worker 4	9.22	14.49
09107	Seasonal Worker 5	9.47	15.06
10894	Seasonal Worker 6	10.00	16.50
10895	Seasonal Worker 7	10.90	18.00
09108	Sports Official (per game)	8.00	66.63
09109	Chief Umpire (per game)	15.00	37.90
09110	Sports Scorer (per game)	8.00	15.00

³ Chart reflects FY 2017 rates; no changes are planned for Part-Time – Seasonal rates by the Parks & Recreation Department