



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 HEALTH 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 HEALTH 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

GRADE	Minimum	Midpoint	Maximum
HD01	121,485.05	160,967.68	200,450.32
HD02	127,559.29	169,016.07	210,472.84
HD03	132,418.70	175,454.77	218,490.85
HD04	139,039.64	184,227.51	229,415.39

Open Range



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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.
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FISCAL YEAR 2019 HEALTH 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

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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

GRADE	Minimum	Midpoint	Maximum
HD01	125,129.60	165,796.71	206,463.83
HD02	131,386.07	174,086.55	216,787.03
HD03	136,391.26	180,718.41	225,045.58
HD04	143,210.83	189,754.34	236,297.85
		Open Range	



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FISCAL YEAR 2020 HEALTH 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				
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FISCAL YEAR 2020 HEALTH 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

GRADE	Minimum	Midpoint	Maximum
HD01	128,883.49	170,770.61	212,657.74
HD02	135,327.65	179,309.15	223,290.64
HD03	140,483.00	186,139.96	231,796.95
HD04	147,507.15	195,446.97	243,386.79

Open Range