



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
TG01	22,211.89	23,114.01	24,016.14	24,942.66	25,869.16
TG02	23,333.44	24,284.34	25,235.23	26,210.50	27,185.78
TG03	26,137.36	27,185.78	28,282.97	29,331.39	30,477.33
TG04	28,721.84	29,892.17	31,135.64	32,305.97	33,549.45
TG05	30,599.24	31,940.25	33,256.87	34,597.87	35,841.34
TG06	32,452.28	33,793.27	35,109.88	36,450.89	37,865.04
TG07	34,280.90	35,841.34	37,182.35	38,620.87	40,059.41
TG08	36,109.55	37,645.61	39,181.66	40,644.56	42,131.88
TG09	38,060.11	39,596.15	41,107.83	42,790.17	44,301.84
TG10	39,742.44	41,497.94	43,058.38	44,716.34	46,349.94
TG11	41,619.85	43,302.20	45,008.93	46,837.56	48,495.53
TG12	43,399.73	45,130.84	46,935.10	48,763.73	50,616.77
TG13	45,106.46	46,959.48	48,934.41	50,836.19	52,737.98
TG14	46,935.10	48,934.41	50,884.95	52,908.65	54,737.28
TG15	48,812.50	50,933.72	52,957.41	55,005.49	57,102.33
TG16	50,665.53	52,762.37	54,810.44	57,077.96	59,077.27

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

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5
TL01	24,406.25	25,405.91	26,356.79	27,380.83	28,429.27
TL02	25,600.95	26,649.39	27,697.81	28,794.99	29,892.17
TL03	28,697.46	29,892.17	31,062.49	32,305.97	33,476.32
TL04	31,623.27	33,061.82	34,354.04	35,719.43	37,036.06
TL05	33,695.74	35,109.88	36,475.27	38,060.11	39,376.72
TL06	35,719.43	37,109.20	38,572.11	40,083.78	41,668.60
TL07	37,669.99	39,279.18	40,742.10	42,326.93	44,082.42
TL08	39,742.44	41,497.94	43,058.38	44,716.34	46,349.94
TL09	41,814.90	43,546.01	45,203.98	46,935.10	48,714.98
TL10	43,716.68	45,716.00	47,447.12	49,251.37	51,055.62
TL11	45,862.30	47,739.70	49,568.34	51,640.79	53,445.05
TL12	47,764.06	49,787.77	51,762.71	53,713.26	55,663.81
TL13	49,787.77	51,860.23	53,981.44	56,005.15	58,053.23
TL14	51,738.33	53,786.41	56,005.15	58,223.91	60,345.13
TL15	53,713.26	56,005.15	58,248.27	60,491.43	62,661.39
TL16	55,639.43	58,028.84	60,369.51	62,612.65	64,904.53

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

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5
TS01	36,085.16	37,669.99	39,084.15	40,644.56	42,302.54
TS02	37,523.70	39,206.05	40,693.33	42,278.15	43,984.88
TS03	39,547.38	41,083.45	42,790.17	44,375.00	46,057.35
TS04	41,278.50	42,960.84	44,716.34	46,423.07	48,227.33
TS05	43,058.38	44,789.49	46,715.66	48,398.01	50,226.66
TS06	44,935.78	46,861.94	48,714.98	50,543.61	52,542.92
TS07	46,837.56	48,714.98	50,665.53	52,640.45	54,590.99
TS08	48,495.53	50,543.61	52,640.45	54,590.99	56,663.46
TS09	50,470.46	52,591.68	54,590.99	56,809.76	58,833.45
TS10	52,201.58	54,420.33	56,541.55	58,809.06	60,930.28
TS11	54,200.89	56,346.50	58,687.15	60,881.53	63,149.05
TS12	56,005.15	58,345.82	60,735.23	63,027.13	65,416.56
TS13	58,614.00	60,930.28	63,417.24	65,782.28	68,342.38
TS14	61,612.98	64,246.22	66,830.71	69,390.79	71,853.37
TS15	65,392.16	68,098.56	70,756.18	73,511.33	76,193.33
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

FISCAL YEAR 2018 POLICE AND FIRE PAY TABLE

EFFECTIVE 7/1/2017

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP
PF01	35,270.72	36,446.39	37,622.04	38,797.70	39,973.34	41,148.99	42,324.66	43,500.31	44,675.95	45,851.61	1,175.66
PF02	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
PF03	43,684.18	45,140.24	46,596.30	48,052.36	49,508.43	50,964.49	52,420.55	53,876.61	55,332.67	56,788.74	1,456.06
PF04	48,384.49	49,996.85	51,609.20	53,221.56	54,833.91	56,446.27	58,058.63	59,670.99	61,283.34	62,895.70	1,612.35
PF05	53,443.36	55,224.66	57,005.94	58,787.23	60,568.54	62,349.83	64,131.11	65,912.41	67,693.70	69,474.98	1,781.29
PF06	58,852.74	60,814.46	62,776.19	64,737.91	66,699.63	68,661.34	70,623.06	72,584.78	74,546.51	76,508.22	1,961.73
PF07	61,795.37	63,855.19	65,915.02	67,974.86	70,034.68	72,094.51	74,154.33	76,214.16	78,273.98	80,333.80	2,059.83
PF08	64,660.91	66,816.84	68,972.78	71,128.72	73,284.65	75,440.60	77,596.54	79,752.47	81,908.41	84,064.36	2,155.93
PF09	67,893.95	70,156.86	72,419.77	74,682.67	76,945.58	79,208.48	81,471.39	83,734.30	85,997.19	88,260.10	2,262.91
PF10	71,084.94	73,454.20	75,823.45	78,192.72	80,561.98	82,931.23	85,300.51	87,669.77	90,039.02	92,408.28	2,369.26
PF11	77,501.15	80,084.60	82,668.05	85,251.49	87,834.94	90,418.39	93,001.84	95,585.28	98,168.74	100,752.19	2,583.46
PF12	82,926.23	85,690.16	88,454.09	91,218.02	93,981.95	96,745.89	99,509.81	102,273.75	105,037.68	107,801.61	2,763.93

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

GRADE	Minimum	Midpoint	Maximum
PF13	90,382.66	115,688.77	140,994.87
PF14	106,808.18	140,972.32	175,136.47
PF15	125,633.35	169,588.79	213,544.23

Open Range

* 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	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 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

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Standard Range Schedule (ST):	<p>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.</p>	Bonus Plans:	<p>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.</p>
Police & Fire Schedule (PF):	<p>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.</p>		
Special Pay Types:	<p>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)</p>		

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 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	GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	GRADE	STEP1	STEP2	STEP3	STEP4	STEP5
TG01	22,878.25	23,807.43	24,736.62	25,690.94	26,645.23	TL01	25,138.44	26,168.09	27,147.49	28,202.25	29,282.15	TS01	37,167.71	38,800.09	40,256.67	41,863.90	43,571.62
TG02	24,033.44	25,012.87	25,992.29	26,996.82	28,001.35	TL02	26,368.98	27,448.87	28,528.74	29,658.84	30,788.94	TS02	38,649.41	40,382.23	41,914.13	43,546.49	45,304.43
TG03	26,921.48	28,001.35	29,131.46	30,211.33	31,391.65	TL03	29,558.38	30,788.94	31,994.36	33,275.15	34,480.61	TS03	40,733.80	42,315.95	44,073.88	45,706.25	47,439.07
TG04	29,583.50	30,788.94	32,069.71	33,275.15	34,555.93	TL04	32,571.97	34,053.67	35,384.66	36,791.01	38,147.14	TS04	42,516.86	44,249.67	46,057.83	47,815.76	49,674.15
TG05	31,517.22	32,898.46	34,254.58	35,635.81	36,916.58	TL05	34,706.61	36,163.18	37,569.53	39,201.91	40,558.02	TS05	44,350.13	46,133.17	48,117.13	49,849.95	51,733.46
TG06	33,425.85	34,807.07	36,163.18	37,544.42	39,000.99	TL06	36,791.01	38,222.48	39,729.27	41,286.29	42,918.66	TS06	46,283.85	48,267.80	50,176.43	52,059.92	54,119.21
TG07	35,309.33	36,916.58	38,297.82	39,779.50	41,261.19	TL07	38,800.09	40,457.56	41,964.36	43,596.74	45,404.89	TS07	48,242.69	50,176.43	52,185.50	54,219.66	56,228.72
TG08	37,192.84	38,774.98	40,357.11	41,863.90	43,395.84	TL08	40,934.71	42,742.88	44,350.13	46,057.83	47,740.44	TS08	49,950.40	52,059.92	54,219.66	56,228.72	58,363.36
TG09	39,201.91	40,784.03	42,341.06	44,073.88	45,630.90	TL09	43,069.35	44,852.39	46,560.10	48,343.15	50,176.43	TS09	51,984.57	54,169.43	56,228.72	58,514.05	60,598.45
TG10	40,934.71	42,742.88	44,350.13	46,057.83	47,740.44	TL10	45,028.18	47,087.48	48,870.53	50,728.91	52,587.29	TS10	53,767.63	56,052.94	58,237.80	60,573.33	62,758.19
TG11	42,868.45	44,601.27	46,359.20	48,242.69	49,950.40	TL11	47,238.17	49,171.89	51,055.39	53,190.01	55,048.40	TS11	55,826.92	58,036.90	60,447.76	62,707.98	65,043.52
TG12	44,701.72	46,484.77	48,343.15	50,226.64	52,135.27	TL12	49,196.98	51,281.40	53,315.59	55,324.66	57,333.72	TS12	57,685.30	60,096.19	62,557.29	64,917.94	67,379.06
TG13	46,459.65	48,368.26	50,402.44	52,361.28	54,320.12	TL13	51,281.40	53,416.04	55,600.88	57,685.30	59,794.83	TS13	60,372.42	62,758.19	65,319.76	67,755.75	70,392.65
TG14	48,343.15	50,402.44	52,411.50	54,495.91	56,379.40	TL14	53,290.48	55,400.00	57,685.30	59,970.63	62,155.48	TS14	63,461.37	66,173.61	68,835.63	71,472.51	74,008.97
TG15	50,276.88	52,461.73	54,546.13	56,655.65	58,815.40	TL15	55,324.66	57,685.30	59,995.72	62,306.17	64,541.23	TS15	67,353.92	70,141.52	72,878.87	75,716.67	78,479.13
TG16	52,185.50	54,345.24	56,454.75	58,790.30	60,849.59	TL16	57,308.61	59,769.71	62,180.60	64,491.03	66,851.67	TS16	71,723.65	74,737.25	77,700.61	80,689.12	83,677.59
Move to next step after					Move to next step after					Move to next step after							
6 months 18 months 2 years 2 years					6 months 18 months 2 years 2 years					6 months 18 months 2 years 2 years							

FISCAL YEAR 2019 POLICE AND FIRE PAY TABLE

EFFECTIVE 7/1/2018

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP
PF01	36,328.84	37,539.78	38,750.70	39,961.63	41,172.54	42,383.46	43,594.40	44,805.32	46,016.23	47,227.16	1,210.93
PF02	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
PF03	44,994.71	46,494.45	47,994.19	49,493.93	50,993.68	52,493.42	53,993.17	55,492.91	56,992.65	58,492.40	1,499.74
PF04	49,836.02	51,496.76	53,157.48	54,818.21	56,478.93	58,139.66	59,800.39	61,461.12	63,121.84	64,782.57	1,660.72
PF05	55,046.66	56,881.40	58,716.12	60,550.85	62,385.60	64,220.32	66,055.04	67,889.78	69,724.51	71,559.23	1,834.73
PF06	60,618.32	62,638.89	64,659.48	66,680.05	68,700.62	70,721.18	72,741.75	74,762.32	76,782.91	78,803.47	2,020.58
PF07	63,649.23	65,770.85	67,892.47	70,014.11	72,135.72	74,257.35	76,378.96	78,500.58	80,622.20	82,743.81	2,121.62
PF08	66,600.74	68,821.35	71,041.96	73,262.58	75,483.19	77,703.82	79,924.44	82,145.04	84,365.66	86,586.29	2,220.61
PF09	69,930.77	72,261.57	74,592.36	76,923.15	79,253.95	81,584.73	83,915.53	86,246.33	88,577.11	90,907.90	2,330.80
PF10	73,217.49	75,657.83	78,098.15	80,538.50	82,978.84	85,419.17	87,859.53	90,299.86	92,740.19	95,180.53	2,440.34
PF11	79,826.18	82,487.14	85,148.09	87,809.03	90,469.99	93,130.94	95,791.90	98,452.84	101,113.80	103,774.76	2,660.96
PF12	85,414.02	88,260.86	91,107.71	93,954.56	96,801.41	99,648.27	102,495.10	105,341.96	108,188.81	111,035.66	2,846.85

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

GRADE	Minimum	Midpoint	Maximum
PF13	93,094.14	119,159.43	145,224.72
PF14	110,012.43	145,201.49	180,390.56
PF15	129,402.35	174,676.45	219,950.56

Open Range

* 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

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



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	GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	GRADE	STEP1	STEP2	STEP3	STEP4	STEP5
TG01	23,564.60	24,521.65	25,478.72	26,461.67	27,444.59	TL01	25,892.59	26,953.13	27,961.91	29,048.32	30,160.61	TS01	38,282.74	39,964.09	41,464.37	43,119.82	44,878.77
TG02	24,754.44	25,763.26	26,772.06	27,806.72	28,841.39	TL02	27,160.05	28,272.34	29,384.60	30,548.61	31,712.61	TS02	39,808.89	41,593.70	43,171.55	44,852.88	46,663.56
TG03	27,729.12	28,841.39	30,005.40	31,117.67	32,333.40	TL03	30,445.13	31,712.61	32,954.19	34,273.40	35,515.03	TS03	41,955.81	43,585.43	45,396.10	47,077.44	48,862.24
TG04	30,471.01	31,712.61	33,031.80	34,273.40	35,592.61	TL04	33,549.13	35,075.28	36,446.20	37,894.74	39,291.55	TS04	43,792.37	45,577.16	47,439.56	49,250.23	51,164.37
TG05	32,462.74	33,885.41	35,282.22	36,704.88	38,024.08	TL05	35,747.81	37,248.08	38,696.62	40,377.97	41,774.76	TS05	45,680.63	47,517.17	49,560.64	51,345.45	53,285.46
TG06	34,428.63	35,851.28	37,248.08	38,670.75	40,171.02	TL06	37,894.74	39,369.15	40,921.15	42,524.88	44,206.22	TS06	47,672.37	49,715.83	51,681.72	53,621.72	55,742.79
TG07	36,368.61	38,024.08	39,446.75	40,972.89	42,499.03	TL07	39,964.09	41,671.29	43,223.29	44,904.64	46,767.04	TS07	49,689.97	51,681.72	53,751.07	55,846.25	57,915.58
TG08	38,308.63	39,938.23	41,567.82	43,119.82	44,697.72	TL08	42,162.75	44,025.17	45,680.63	47,439.56	49,172.65	TS08	51,448.91	53,621.72	55,846.25	57,915.58	60,114.26
TG09	40,377.97	42,007.55	43,611.29	45,396.10	46,999.83	TL09	44,361.43	46,197.96	47,956.90	49,793.44	51,681.72	TS09	53,544.11	55,794.51	57,915.58	60,269.47	62,416.40
TG10	42,162.75	44,025.17	45,680.63	47,439.56	49,172.65	TL10	46,379.03	48,500.10	50,336.65	52,250.78	54,164.91	TS10	55,380.66	57,734.53	59,984.93	62,390.53	64,640.94
TG11	44,154.50	45,939.31	47,749.98	49,689.97	51,448.91	TL11	48,655.32	50,647.05	52,587.05	54,785.71	56,699.85	TS11	57,501.73	59,778.01	62,261.19	64,589.22	66,994.83
TG12	46,042.77	47,879.31	49,793.44	51,733.44	53,699.33	TL12	50,672.89	52,819.84	54,915.06	56,984.40	59,053.73	TS12	59,415.86	61,899.08	64,434.01	66,865.48	69,400.43
TG13	47,853.44	49,819.31	51,914.51	53,932.12	55,949.72	TL13	52,819.84	55,018.52	57,268.91	59,415.86	61,588.67	TS13	62,183.59	64,640.94	67,279.35	69,788.42	72,504.43
TG14	49,793.44	51,914.51	53,983.85	56,130.79	58,070.78	TL14	54,889.19	57,062.00	59,415.86	61,769.75	64,020.14	TS14	65,365.21	68,158.82	70,900.70	73,616.69	76,229.24
TG15	51,785.19	54,035.58	56,182.51	58,355.32	60,579.86	TL15	56,984.40	59,415.86	61,795.59	64,175.36	66,477.47	TS15	69,374.54	72,245.77	75,065.24	77,988.17	80,833.50
TG16	53,751.07	55,975.60	58,148.39	60,554.01	62,675.08	TL16	59,027.87	61,562.80	64,046.02	66,425.76	68,857.22	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

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 2020 POLICE AND FIRE PAY TABLE

EFFECTIVE 7/1/2019

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP
PF01	37,418.71	38,665.97	39,913.22	41,160.48	42,407.72	43,654.96	44,902.23	46,149.48	47,396.72	48,643.97	1,247.26
PF02	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
PF03	46,344.55	47,889.28	49,434.02	50,978.75	52,523.49	54,068.22	55,612.97	57,157.70	58,702.43	60,247.17	1,544.73
PF04	51,331.10	53,041.66	54,752.20	56,462.76	58,173.30	59,883.85	61,594.40	63,304.95	65,015.50	66,726.05	1,710.54
PF05	56,698.06	58,587.84	60,477.60	62,367.38	64,257.17	66,146.93	68,036.69	69,926.47	71,816.25	73,706.01	1,889.77
PF06	62,436.87	64,518.06	66,599.26	68,680.45	70,761.64	72,842.82	74,924.00	77,005.19	79,086.40	81,167.57	2,081.20
PF07	65,558.71	67,743.98	69,929.24	72,114.53	74,299.79	76,485.07	78,670.33	80,855.60	83,040.87	85,226.12	2,185.27
PF08	68,598.76	70,885.99	73,173.22	75,460.46	77,747.69	80,034.93	82,322.17	84,609.39	86,896.63	89,183.88	2,287.23
PF09	72,028.69	74,429.42	76,830.13	79,230.84	81,631.57	84,032.27	86,433.00	88,833.72	91,234.42	93,635.14	2,400.72
PF10	75,414.01	77,927.56	80,441.09	82,954.66	85,468.21	87,981.75	90,495.32	93,008.86	95,522.40	98,035.95	2,513.55
PF11	82,220.97	84,961.75	87,702.53	90,443.30	93,184.09	95,924.87	98,665.66	101,406.43	104,147.21	106,888.00	2,740.79
PF12	87,976.44	90,908.69	93,840.94	96,773.20	99,705.45	102,637.72	105,569.95	108,502.22	111,434.47	114,366.73	2,932.26

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

GRADE	Minimum	Midpoint	Maximum
PF13	95,886.96	122,734.21	149,581.46
PF14	113,312.80	149,557.53	185,802.28
PF15	133,284.42	179,916.74	226,549.08

Open Range

* 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 SPECIAL PAY TABLE – GENERAL PAY PLAN

EFFECTIVE 7/1/2019

Council Member								
ANNUAL	CM	15,000.00		Judicial Services		<u>Minimum</u>	<u>Maximum</u>	
				ANNUAL	JS01	43,714.71	56,823.64	
					JS02	52,457.65	68,194.95	
		23,100.00	*Effective at beginning of next term		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	
					DP02	100,525.32	193,917.90	
		25,230.00	*Effective at beginning of next term		DP03	137,504.26	275,833.59	
Public Defender								
ANNUAL	PD	166,526.00						
Board of Education Member								
ANNUAL	BE	14,000.00						