



- PAY TABLES
- GENERAL GOVERNMENT
- POLICE AND FIRE
- LONGEVITY PAY RESOLUTION

EFFECTIVE 7/1/2016

EXPLANATION OF PAY TYPES

Trades & Labor Schedule (TLS):	<p>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.</p> <p>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.</p>	Open Range (OR):	<p>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.</p>
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'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)</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	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 STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2016

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	<i>Use for calculation purposes only</i>		
											<i>Steps</i>	<i>11th</i>	<i>12th</i>
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	28,054.06	28,755.38
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	30,593.32	31,358.13
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	33,362.39	34,196.42
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	36,382.12	37,291.65
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	39,675.15	40,667.00
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	43,266.25	44,347.88
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	47,182.40	48,361.94
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	51,453.01	52,739.32
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	56,110.15	57,512.88
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	61,975.67	63,524.86
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	68,245.68	69,951.48

Move to next step after 1 year	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**

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

Open Range

FISCAL YEAR 2017 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 6 months	Move to next step after 18 months	Move to next step after 2 years	Move to next step after 2 years
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Move to next step after 6 months	Move to next step after 18 months	Move to next step after 2 years	Move to next step after 2 years
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Move to next step after 6 months	Move to next step after 18 months	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 POLICE AND FIRE PAY TABLE

EFFECTIVE 7/1/2016

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	Use for calculation purposes only		
											Steps	11th	12th
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	46,105.17	47,257.78
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	51,385.95	52,670.37
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	57,102.75	58,530.26
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	63,243.19	64,823.93
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	69,859.09	71,605.45
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	76,931.32	78,854.58
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	80,778.07	82,797.51
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	84,529.70	86,643.36
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	88,748.05	90,966.59
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	92,919.15	95,241.95
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	101,309.46	103,842.26
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	108,397.59	111,107.33

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 CORRECTIONAL OFFICER PAY TABLE

EFFECTIVE 7/1/2016

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	<i>Use for calculation purposes only</i>		
											<i>Steps</i>	<i>11th</i>	<i>12th</i>
CO01	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	47,182.40	48,361.94
CO02	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	51,453.01	52,739.32
CO03	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	56,110.15	57,512.88
CO04	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	61,975.67	63,524.86
CO05	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	68,245.68	69,951.48
	Move to next step after 1 year												

* Note: Steps may vary slightly due to rounding

FISCAL YEAR 2017 EMERGENCY TELECOMMUNICATIONS PAY TABLE

EFFECTIVE 7/1/2016

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	<i>Use for calculation purposes only</i>		
											<i>Steps</i>	<i>11th</i>	<i>12th</i>
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	43,266.25	44,347.88
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	47,182.40	48,361.94
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	56,110.15	57,512.88
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	61,975.67	63,524.86
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	68,245.68	69,951.48
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	74,987.79	76,862.60
	Move to next step after 1 year	Move to next step after 2 years											

* 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

		Open Range	
		MIN	MAX
09020	Part-Time/Seasonal		
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

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	<i>Use for calculation purposes only</i>		
													Steps	11th	12th
10860	Accountant 1	OR01	38,590.00				44,378.35					50,166.70			
10861	Accountant 2	OR03	46,483.73				53,455.10					60,426.48			
10862	Accountant 3	OR05	56,239.71				64,676.90					73,114.10			
01050	Accountant Chief	OR11	92,896.82				120,765.87					148,634.91			
07241	Administrative Assistant	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	56,110.15	57,512.88
10863	Administrative Services Division Manager	OR09	78,613.34				98,266.67					117,920.00			
07242	Administrative Services Manager	OR07	67,404.05				81,024.01					94,643.96			
02660	Administrative Services Officer 1	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	43,266.25	44,347.88
07243	Administrative Services Officer 2	OR01	38,590.00				44,378.35					50,166.70			
07244	Administrative Services Officer 3	OR03	46,483.73				53,455.10					60,426.48			
07245	Administrative Services Officer 4	OR05	56,239.71				64,676.90					73,114.10			
07720	Administrative Specialist	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	68,245.68	69,951.48
10100	Application Technician 1	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	47,182.40	48,361.94
10102	Application Technician 2	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	51,453.01	52,739.32
10103	Application Technician 3	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	56,110.15	57,512.88
02675	Appraiser 1	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	43,266.25	44,347.88
02670	Appraiser 2	OR01	38,590.00				44,378.35					50,166.70			
07247	Appraiser 3	OR03	46,483.73				53,455.10					60,426.48			
04400	Appraiser 4	OR05	56,239.71				64,676.90					73,114.10			
06112	Appraiser Analyst 1	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	47,182.40	48,361.94
07246	Appraiser Analyst 2	OR02	42,082.88				48,395.15					54,707.42			
06116	Appraiser Analyst 3	OR04	51,187.64				58,863.76					66,539.88			
10830	Appraiser Analyst 4	OR07	67,404.05				81,024.01					94,643.96			
06801	Aquatics Coordinator	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	56,110.15	57,512.88
10831	Archives Associate	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	43,266.25	44,347.88
06802	Archivist	OR05	56,239.71				64,676.90					73,114.10			
06650	Arts Commission Executive Director	DP01	55,158.18				85,745.13					116,332.08			
06524	Assessments Manager	OR09	78,613.34				98,266.67					117,920.00			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
10868	Assistant Metropolitan Attorney 1	OR06	61,821.87				72,640.70					83,459.53			
10869	Assistant Metropolitan Attorney 2	OR08	73,008.69				89,435.65					105,862.61			
10870	Assistant Metropolitan Attorney 3	OR10	85,755.07				109,337.72					132,920.37			
10871	Assistant Metropolitan Attorney 4	OR11	92,896.82				120,765.87					148,634.91			
10864	Assistant Public Defender 1	OR06	61,821.87				72,640.70					83,459.53			
10865	Assistant Public Defender 2	OR08	73,008.69				89,435.65					105,862.61			
10866	Assistant Public Defender 3	OR10	85,755.07				109,337.72					132,920.37			
10867	Assistant Public Defender 4	OR11	92,896.82				120,765.87					148,634.91			
07192	Associate Metropolitan Attorney	OR13	109,268.79				147,512.87					185,756.94			
06715	Audio - Visual Specialist	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	47,182.40	48,361.94
02580	Auditing Manager	OR11	92,896.82				120,765.87					148,634.91			
00660	Auditorium Manager	DP01	55,158.18				85,745.13					116,332.08			
00680	Automotive Mechanic	TG10	38,963.18	40,684.25	42,214.10	43,839.55	45,441.12								
00690	Automotive Mechanic Leader	TL11	44,963.04	46,803.63	48,596.41	50,628.23	52,397.11								
06081	Automotive Mechanic-Certified	TG11	40,803.77	42,453.14	44,126.40	45,919.18	47,544.64								
00700	Automotive Shop Supervisor	TS11	53,138.13	55,241.67	57,536.42	59,687.77	61,910.83								
06907	Beer Permit Board - Executive Director	DP01	55,158.18				85,745.13					116,332.08			
07251	Beer Permit Inspector 1	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	51,453.01	52,739.32
07723	Beer Permit Inspector 2	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	56,110.15	57,512.88
10872	Beer Permit Inspector 3	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	61,975.67	63,524.86
10458	Board of Education Member	BE	14,000.00												
00800	Budget Officer	OR11	92,896.82				120,765.87					148,634.91			
01770	Building & Grounds Electrician	TG12	42,548.75	44,245.92	46,014.80	47,807.58	49,624.28								
01780	Building & Grounds Lead Electrician	TL12	46,827.51	48,811.54	50,747.75	52,660.06	54,572.36								
06811	Building Inspection Chief	OR05	56,239.71				64,676.90					73,114.10			
06810	Building Inspector 1	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	56,110.15	57,512.88
07254	Building Inspector 2	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	61,975.67	63,524.86
02230	Building Maintenance Lead Mechanic	TL10	42,859.49	44,819.61	46,516.78	48,285.66	50,054.53								

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													Steps	11th	12th	
07255	Building Maintenance Leader	TG06	31,815.96	33,130.66	34,421.45	35,736.17	37,122.59									
02220	Building Maintenance Mechanic	TG08	35,401.52	36,907.46	38,413.39	39,847.61	41,305.76									
10104	Building Maintenance Mechanic - Certified	TG11	40,803.77	42,453.14	44,126.40	45,919.18	47,544.64									
00842	Building Maintenance Superintendent	TS13	57,464.71	59,735.57	62,173.76	64,492.43	67,002.33									
07256	Building Maintenance Supervisor	TS11	53,138.13	55,241.67	57,536.42	59,687.77	61,910.83									
07257	Building Maintenance Worker	TG05	29,999.25	31,313.97	32,604.77	33,919.48	35,138.57									
06699	Business Development Officer	OR05	56,239.71				64,676.90					73,114.10				
07729	CAD/GIS Analyst 1	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	56,110.15	57,512.88	
07730	CAD/GIS Analyst 2	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	61,975.67	63,524.86	
00960	Carpenter 1	TG10	38,963.18	40,684.25	42,214.10	43,839.55	45,441.12									
00970	Carpenter 2	TL10	42,859.49	44,819.61	46,516.78	48,285.66	50,054.53									
07113	Chief Information Officer	DP03	127,069.56				190,985.57					254,901.58				
02900	Circulation Assistant 1	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	36,382.12	37,291.65	
07767	Circulation Assistant 2	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	39,675.15	40,667.00	
07768	Circulation Supervisor	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	47,182.40	48,361.94	
06675	Claims Division Manager	OR07	67,404.05				81,024.01					94,643.96				
06674	Claims Rep 1	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	51,453.01	52,739.32	
06673	Claims Rep 2	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	56,110.15	57,512.88	
07081	Codes Administration Assistant Director	OR11	92,896.82				120,765.87					148,634.91				
01540	Codes Administration Director	DP02	92,896.82				136,049.50					179,202.18				
01290	Collections Officer	OR07	67,404.05				81,024.01					94,643.96				
10459	Combination Codes Inspector	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	68,245.68	69,951.48	
07731	Compliance Inspector 1	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	51,453.01	52,739.32	
07732	Compliance Inspector 2	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	56,110.15	57,512.88	
07733	Compliance Inspector 3	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	61,975.67	63,524.86	
01301	Computer Operations Scheduler	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	43,266.25	44,347.88	
01302	Computer Operations Shift Supervisor	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	68,245.68	69,951.48	
01430	Computer Operator 1	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	39,675.15	40,667.00	

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	<i>Use for calculation purposes only</i>		
													Steps	11th	12th
04540	Computer Operator 2	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	43,266.25	44,347.88
07268	Computer Operator 3	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	47,182.40	48,361.94
06084	Concessions Clerk 1	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	36,382.12	37,291.65
06085	Concessions Clerk 2	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	39,675.15	40,667.00
07734	Contract Administrator	OR09	78,613.34				98,266.67					117,920.00			
06982	Correctional Officer 1	CO02	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	51,453.01	52,739.32
06981	Correctional Officer 2	CO03	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	56,110.15	57,512.88
07145	Correctional Officer Lieutenant	CO05	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	68,245.68	69,951.48
06690	Correctional Officer Sergeant	CO04	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	61,975.67	63,524.86
10879	Correctional Officer Trainee	CO01	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	47,182.40	48,361.94
01334	Council Member	CM	15,000.00												
01339	Court Administrator	OR11	92,896.82				120,765.87					148,634.91			
01340	Court Clerk	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	43,266.25	44,347.88
07279	Criminal Investigator	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	56,110.15	57,512.88
07206	Criminal Investigator Chief	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	68,245.68	69,951.48
07219	Criminal Justice Coordinator	OR07	67,404.05				81,024.01					94,643.96			
05450	Custodial Service Assistant Supervisor	TS02	36,787.94	38,437.30	39,895.42	41,449.17	43,122.43								
05460	Custodial Service Supervisor	TS03	38,771.94	40,277.89	41,951.15	43,504.90	45,154.26								
10832	Custodian	TG05	29,999.25	31,313.97	32,604.77	33,919.48	35,138.57								
06233	Customer Service Assistant Manager	OR05	56,239.71				64,676.90					73,114.10			
10833	Customer Service Field Rep	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	47,182.40	48,361.94
10834	Customer Service Field Rep Senior	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	51,453.01	52,739.32
00746	Customer Service Manager	OR09	78,613.34				98,266.67					117,920.00			
06598	Customer Service Supervisor	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	68,245.68	69,951.48
02760	Data Entry Operator 1	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	36,382.12	37,291.65
04600	Data Entry Operator 2	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	39,675.15	40,667.00
06817	Data Entry Programmer	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	47,182.40	48,361.94
07288	Data Production Control Specialist	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	43,266.25	44,347.88

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													Steps	11th	12th
01496	Deputy Metropolitan Attorney	OR13	109,268.79				147,512.87					185,756.94			
07205	Deputy Public Defender	OR11	92,896.82				120,765.87					148,634.91			
06400	Development Coordinator	OR05	56,239.71				64,676.90					73,114.10			
06822	Electrical Inspection Chief	OR05	56,239.71				64,676.90					73,114.10			
06821	Electrical Inspector 1	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	56,110.15	57,512.88
07290	Electrical Inspector 2	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	61,975.67	63,524.86
10142	Emergency Communications Director	DP02	92,896.82				136,049.50					179,202.18			
10414	Emergency Telecom Assistant Director	ET08	78,613.34				98,266.67					117,920.00			
10413	Emergency Telecom Manager	ET07	67,404.05				81,024.01					94,643.96			
10407	Emergency Telecom Officer 1	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	43,266.25	44,347.88
10408	Emergency Telecom Officer 2	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	47,182.40	48,361.94
10409	Emergency Telecom Officer 3	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	56,110.15	57,512.88
10410	Emergency Telecom Officer 4	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	61,975.67	63,524.86
10412	Emergency Telecom Supervisor	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	74,987.79	76,862.60
10411	Emergency Telecom Trainer	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	68,245.68	69,951.48
03057	Emergency Vehicle Technician 1	TG12	42,548.75	44,245.92	46,014.80	47,807.58	49,624.28								
05975	Emergency Vehicle Technician 2	TL12	46,827.51	48,811.54	50,747.75	52,660.06	54,572.36								
05974	Emergency Vehicle Technician Supervisor	TS12	54,907.01	57,201.78	59,544.34	61,791.30	64,133.88								
07294	Engineer 1	OR06	61,821.87				72,640.70					83,459.53			
07295	Engineer 2	OR07	67,404.05				81,024.01					94,643.96			
06606	Engineer 3	OR09	78,613.34				98,266.67					117,920.00			
07296	Engineer In Training	OR05	56,239.71				64,676.90					73,114.10			
10880	Engineer Manager	OR10	85,755.07				109,337.72					132,920.37			
10835	Engineering Technician	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	51,453.01	52,739.32
10836	Engineering Technician Senior	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	61,975.67	63,524.86
07741	Environmental Compliance Officer 1	OR01	38,590.00				44,378.35					50,166.70			
07742	Environmental Compliance Officer 2	OR03	46,483.73				53,455.10					60,426.48			
07743	Environmental Compliance Officer 3	OR05	56,239.71				64,676.90					73,114.10			

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													Steps	11th	12th
03750	Environmental Laboratory Manager	OR07	67,404.05				81,024.01					94,643.96			
10468	Environmental Laboratory Superintendent	OR09	78,613.34				98,266.67					117,920.00			
05010	Equipment & Supply Clerk 1	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	36,382.12	37,291.65
03440	Equipment & Supply Clerk 2	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	43,266.25	44,347.88
03027	Equipment & Supply Clerk 3	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	47,182.40	48,361.94
01872	Equipment Inventory Assistant 1	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	43,266.25	44,347.88
07301	Equipment Inventory Assistant 2	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	47,182.40	48,361.94
01880	Equipment Mechanic	TG11	40,803.77	42,453.14	44,126.40	45,919.18	47,544.64								
07302	Equipment Mechanic - Certified	TG12	42,548.75	44,245.92	46,014.80	47,807.58	49,624.28								
06825	Equipment Mechanic Leader	TL12	46,827.51	48,811.54	50,747.75	52,660.06	54,572.36								
10837	Equipment Operator	TG07	33,608.73	35,138.57	36,453.28	37,863.60	39,273.93								
10838	Equipment Operator Senior	TG08	35,401.52	36,907.46	38,413.39	39,847.61	41,305.76								
07304	Equipment Servicer	TG07	33,608.73	35,138.57	36,453.28	37,863.60	39,273.93								
01920	Equipment Shop Supervisor	TS12	54,907.01	57,201.78	59,544.34	61,791.30	64,133.88								
06075	Event Set Up Leader	TL07	36,931.36	38,509.00	39,943.24	41,496.99	43,218.06								
05942	Executive Secretary - Employee Benefit Board	DP02	92,896.82				136,049.50					179,202.18			
00240	Extension Agent 1	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	30,593.32	31,358.13
02410	Extension Agent 2	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	33,362.39	34,196.42
00090	Extension Agent 3	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	43,266.25	44,347.88
01967	Extension Director	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	51,453.01	52,739.32
06830	Facilities Manager	OR05	56,239.71				64,676.90					73,114.10			
07040	Facility Coordinator	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	68,245.68	69,951.48
10108	Finance Administrator	OR07	67,404.05				81,024.01					94,643.96			
06108	Finance Assistant Director	OR11	92,896.82				120,765.87					148,634.91			
07704	Finance Deputy Director	OR13	109,268.79				147,512.87					185,756.94			
01570	Finance Director	DP03	127,069.56				190,985.57					254,901.58			
06232	Finance Manager	OR09	78,613.34				98,266.67					117,920.00			
10150	Finance Officer 1	OR01	38,590.00				44,378.35					50,166.70			

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													Steps	11th	12th
10151	Finance Officer 2	OR03	46,483.73				53,455.10					60,426.48			
10152	Finance Officer 3	OR05	56,239.71				64,676.90					73,114.10			
10153	Finance Specialist	OR04	51,187.64				58,863.76					66,539.88			
10113	Firearms and Toolmarking Examiner	OR07	67,404.05				81,024.01					94,643.96			
10469	General Services Assistant Director	OR11	92,896.82				120,765.87					148,634.91			
01575	General Services Director	DP02	92,896.82				136,049.50					179,202.18			
07312	General Services Division Manager	OR09	78,613.34				98,266.67					117,920.00			
06968	Geographic Info Sys Manager	OR09	78,613.34				98,266.67					117,920.00			
00451	Golf Course Assistant Manager	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	56,110.15	57,512.88
02280	Golf Course Manager	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	68,245.68	69,951.48
10841	Greenskeeper	TS07	45,919.18	47,759.78	49,672.09	51,608.28	53,520.58								
06079	Group Care Worker	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	39,675.15	40,667.00
06080	Group Care Worker Senior	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	47,182.40	48,361.94
06123	Historic Preservationist 1	OR05	56,239.71				64,676.90					73,114.10			
07778	Historic Preservationist 2	OR06	61,821.87				72,640.70					83,459.53			
01945	Historical Commission Executive Director	DP01	55,158.18				85,745.13					116,332.08			
06311	Homemaker	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	39,675.15	40,667.00
07346	Human Resources Administrator	OR07	67,404.05				81,024.01					94,643.96			
02730	Human Resources Analyst 1	OR01	38,590.00				44,378.35					50,166.70			
03455	Human Resources Analyst 2	OR03	46,483.73				53,455.10					60,426.48			
06874	Human Resources Analyst 3	OR05	56,239.71				64,676.90					73,114.10			
01472	Human Resources Assistant 1	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	43,266.25	44,347.88
06931	Human Resources Assistant 2	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	47,182.40	48,361.94
06004	Human Resources Assistant Director	OR11	92,896.82				120,765.87					148,634.91			
01620	Human Resources Director	DP02	92,896.82				136,049.50					179,202.18			
06531	Human Resources Manager	OR09	78,613.34				98,266.67					117,920.00			
06224	Industrial Electrician 1	TG12	42,548.75	44,245.92	46,014.80	47,807.58	49,624.28								
06225	Industrial Electrician 2	TL12	46,827.51	48,811.54	50,747.75	52,660.06	54,572.36								

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	<i>Use for calculation purposes only</i>			
													<i>Steps</i>	<i>11th</i>	<i>12th</i>	
06176	Industrial Electronics Technician 1	TG13	44,222.02	46,038.71	47,974.91	49,839.40	51,703.90									
06195	Industrial Electronics Technician 2	TL13	48,811.54	50,843.36	52,922.98	54,907.01	56,914.93									
07317	Industrial Maintenance Supervisor 1	TS12	54,907.01	57,201.78	59,544.34	61,791.30	64,133.88									
07786	Industrial Maintenance Supervisor 2	TS14	60,404.88	62,986.49	65,520.30	68,030.19	70,444.48									
06184	Industrial Mechanic 1	TG11	40,803.77	42,453.14	44,126.40	45,919.18	47,544.64									
06178	Industrial Mechanic 2	TL11	44,963.04	46,803.63	48,596.41	50,628.23	52,397.11									
07787	Industrial Technician Master	TL14	50,723.85	52,731.77	54,907.01	57,082.26	59,161.89									
07234	Info Sys Advisor 1	OR07	67,404.05				81,024.01					94,643.96				
07407	Info Sys Advisor 2	OR09	78,613.34				98,266.67					117,920.00				
10887	Info Sys Advisor 3	OR10	85,755.07				109,337.72					132,920.37				
07779	Info Sys Applications Analyst 1	OR03	46,483.73				53,455.10					60,426.48				
07780	Info Sys Applications Analyst 2	OR04	51,187.64				58,863.76					66,539.88				
07783	Info Sys Applications Analyst 3	OR05	56,239.71				64,676.90					73,114.10				
07784	Info Sys Applications Technician 1	OR01	38,590.00				44,378.35					50,166.70				
07785	Info Sys Applications Technician 2	OR02	42,082.88				48,395.15					54,707.42				
07744	Info Sys Assistant Director	OR11	92,896.82				120,765.87					148,634.91				
06918	Info Sys Communications Analyst 1	OR03	46,483.73				53,455.10					60,426.48				
07769	Info Sys Communications Analyst 2	OR04	51,187.64				58,863.76					66,539.88				
07265	Info Sys Communications Analyst 3	OR05	56,239.71				64,676.90					73,114.10				
07266	Info Sys Communications Technician 1	OR01	38,590.00				44,378.35					50,166.70				
06919	Info Sys Communications Technician 2	OR02	42,082.88				48,395.15					54,707.42				
10114	Info Sys Customer Support Rep 1	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	47,182.40	48,361.94	
10115	Info Sys Customer Support Rep 2	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	51,453.01	52,739.32	
10724	Info Sys Deputy Director	OR13	109,268.79				147,512.87					185,756.94				
07318	Info Sys Division Manager	OR10	85,755.07				109,337.72					132,920.37				
07782	Info Sys Manager	OR09	78,613.34				98,266.67					117,920.00				
10470	Info Sys Media Analyst 1	OR03	46,483.73				53,455.10					60,426.48				
10471	Info Sys Media Analyst 2	OR04	51,187.64				58,863.76					66,539.88				

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													<i>Steps</i>	<i>11th</i>	<i>12th</i>
10472	Info Sys Media Analyst 3	OR05	56,239.71				64,676.90					73,114.10			
10473	Info Sys Media Technician 1	OR01	38,590.00				44,378.35					50,166.70			
10474	Info Sys Media Technician 2	OR02	42,082.88				48,395.15					54,707.42			
10475	Info Sys Operations Analyst 1	OR03	46,483.73				53,455.10					60,426.48			
10476	Info Sys Operations Analyst 2	OR04	51,187.64				58,863.76					66,539.88			
10477	Info Sys Operations Analyst 3	OR05	56,239.71				64,676.90					73,114.10			
10478	Info Sys Operations Technician 1	OR01	38,590.00				44,378.35					50,166.70			
10479	Info Sys Operations Technician 2	OR02	42,082.88				48,395.15					54,707.42			
06581	Insurance Division Manager	OR09	78,613.34				98,266.67					117,920.00			
10554	Internal Audit Manager	OR11	92,896.82				120,765.87					148,634.91			
10842	Internal Auditor - Principal	OR09	78,613.34				98,266.67					117,920.00			
10843	Internal Auditor - Senior	OR07	67,404.05				81,024.01					94,643.96			
10550	Internal Auditor 1	OR03	46,483.73				53,455.10					60,426.48			
10551	Internal Auditor 2	OR05	56,239.71				64,676.90					73,114.10			
07790	Judicial Assistant 1	JS02	52,055.19				56,515.19					60,975.18			
07791	Judicial Assistant 2	JS03	55,030.78				59,495.84					63,960.90			
07792	Judicial Clerk	JS01	40,397.36				46,454.43					52,511.50			
06559	Judicial Commissioner	OR09	78,613.34				98,266.67					117,920.00			
07233	Justice Info Sys Director	DP01	55,158.18				85,745.13					116,332.08			
10844	Juvenile Court Magistrate 1	OR07	67,404.05				81,024.01					94,643.96			
10845	Juvenile Court Magistrate 2	OR11	92,896.82				120,765.87					148,634.91			
02867	Law Clerk	OR02	42,082.88				48,395.15					54,707.42			
02870	Legal Secretary 1	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	47,182.40	48,361.94
07322	Legal Secretary 2	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	51,453.01	52,739.32
02890	Librarian 1	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	56,110.15	57,512.88
07323	Librarian 2	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	61,975.67	63,524.86
06847	Library Administrator	OR09	78,613.34				98,266.67					117,920.00			
04630	Library Associate 1	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	43,266.25	44,347.88

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													<i>Steps</i>	<i>11th</i>	<i>12th</i>
02901	Library Associate 2	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	47,182.40	48,361.94
07793	Library Manager 1	OR05	56,239.71				64,676.90					73,114.10			
05300	Library Manager 2	OR06	61,821.87				72,640.70					83,459.53			
04855	Library Manager 3	OR07	67,404.05				81,024.01					94,643.96			
05070	Library Page	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	30,593.32	31,358.13
10846	Library Performing Artist	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	47,182.40	48,361.94
00280	Library Services Assistant Director	OR11	92,896.82				120,765.87					148,634.91			
01070	Library Services Director	DP02	92,896.82				136,049.50					179,202.18			
05910	Mail Clerk Carrier	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	39,675.15	40,667.00
07324	Maintenance & Repair District Supervisor	TS11	53,138.13	55,241.67	57,536.42	59,687.77	61,910.83								
10847	Maintenance & Repair Leader	TL09	40,995.00	42,692.17	44,317.63	46,014.80	47,759.78								
07327	Maintenance & Repair Supervisor	TS08	47,544.64	49,552.56	51,608.28	53,520.58	55,552.41								
10848	Maintenance & Repair Worker	TG05	29,999.25	31,313.97	32,604.77	33,919.48	35,138.57								
10849	Maintenance & Repair Worker Senior	TG07	33,608.73	35,138.57	36,453.28	37,863.60	39,273.93								
10873	Management and Budget Analyst 1	OR01	38,590.00				44,378.35					50,166.70			
10874	Management and Budget Analyst 2	OR03	46,483.73				53,455.10					60,426.48			
10875	Management and Budget Analyst 3	OR06	61,821.87				72,640.70					83,459.53			
10358	Manager of Fleet Operations	OR11	92,896.82				120,765.87					148,634.91			
03020	Masonry Worker	TG09	37,313.83	38,819.75	40,301.79	41,951.15	43,433.18								
10118	Master Technician	TG13	44,222.02	46,038.71	47,974.91	49,839.40	51,703.90								
03035	Mayor	MM	180,000.00												
06912	Mechanical/Gas Inspection Chief	OR05	56,239.71				64,676.90					73,114.10			
06910	Mechanical/Gas Inspector 1	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	56,110.15	57,512.88
07331	Mechanical/Gas Inspector 2	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	61,975.67	63,524.86
03130	Metropolitan Attorney	DP03	127,069.56				190,985.57					254,901.58			
10530	Metropolitan Auditor	DP02	92,896.82				136,049.50					179,202.18			
03140	Metropolitan Clerk	OR09	78,613.34				98,266.67					117,920.00			
03160	Metropolitan Treasurer	OR11	92,896.82				120,765.87					148,634.91			

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													Steps	11th	12th
10481	Parking Patrol Officer 2	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	56,110.15	57,512.88
06553	Parks & Recreation Assistant Director	OR11	92,896.82				120,765.87					148,634.91			
01610	Parks & Recreation Director	DP02	92,896.82				136,049.50					179,202.18			
06247	Parks & Recreation Superintendent	OR07	67,404.05				81,024.01					94,643.96			
07345	Parts Supervisor	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	56,110.15	57,512.88
05490	Payroll Supervisor	OR07	67,404.05				81,024.01					94,643.96			
04690	Photographer	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	51,453.01	52,739.32
06860	Planner 1	OR05	56,239.71				64,676.90					73,114.10			
06862	Planner 2	OR06	61,821.87				72,640.70					83,459.53			
06861	Planner 3	OR07	67,404.05				81,024.01					94,643.96			
10128	Planning Assistant Exec Director - Operations	OR11	92,896.82				120,765.87					148,634.91			
10160	Planning Assistant Exec Director - Project Mgt	OR11	92,896.82				120,765.87					148,634.91			
01940	Planning Executive Director	DP03	127,069.56				190,985.57					254,901.58			
10129	Planning Manager 1	OR07	67,404.05				81,024.01					94,643.96			
06863	Planning Manager 2	OR09	78,613.34				98,266.67					117,920.00			
06864	Planning Technician 1	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	47,182.40	48,361.94
06866	Planning Technician 2	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	51,453.01	52,739.32
06865	Planning Technician 3	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	56,110.15	57,512.88
07347	Plans Examiner 1	OR05	56,239.71				64,676.90					73,114.10			
04702	Plans Examiner 2	OR06	61,821.87				72,640.70					83,459.53			
06141	Plans Examiner Chief	OR07	67,404.05				81,024.01					94,643.96			
03610	Plumber	TG11	40,803.77	42,453.14	44,126.40	45,919.18	47,544.64								
06870	Plumbing Inspection Chief	OR05	56,239.71				64,676.90					73,114.10			
06868	Plumbing Inspector 1	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	56,110.15	57,512.88
07348	Plumbing Inspector 2	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	61,975.67	63,524.86
07797	Probation & Pretrial Services Director	OR09	78,613.34				98,266.67					117,920.00			
07375	Probation Officer 1	OR01	38,590.00				44,378.35					50,166.70			
04710	Probation Officer 2	OR03	46,483.73				53,455.10					60,426.48			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	<i>Use for calculation purposes only</i>		
													Steps	11th	12th
05495	Probation Officer 3	OR05	56,239.71				64,676.90					73,114.10			
01120	Probation Officer Chief	OR07	67,404.05				81,024.01					94,643.96			
10876	Procurement Officer 1	OR01	38,590.00				44,378.35					50,166.70			
10877	Procurement Officer 2	OR03	46,483.73				53,455.10					60,426.48			
10878	Procurement Officer 3	OR05	56,239.71				64,676.90					73,114.10			
07753	Professional Specialist	OR04	51,187.64				58,863.76					66,539.88			
06034	Program Coordinator	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	56,110.15	57,512.88
07376	Program Manager 1	OR04	51,187.64				58,863.76					66,539.88			
07377	Program Manager 2	OR05	56,239.71				64,676.90					73,114.10			
07378	Program Specialist 1	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	43,266.25	44,347.88
07379	Program Specialist 2	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	51,453.01	52,739.32
07380	Program Specialist 3	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	61,975.67	63,524.86
07381	Program Supervisor	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	61,975.67	63,524.86
06542	Property Standards Inspections Chief	OR05	56,239.71				64,676.90					73,114.10			
06922	Property Standards Inspector 1	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	56,110.15	57,512.88
07422	Property Standards Inspector 2	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	61,975.67	63,524.86
03964	Public Defender	PD	148,505.00												
10132	Public Information Coordinator	OR05	56,239.71				64,676.90					73,114.10			
07384	Public Information Rep	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	61,975.67	63,524.86
01640	Public Property Division Manager	OR07	67,404.05				81,024.01					94,643.96			
10852	Public Works Assistant Director	OR11	92,896.82				120,765.87					148,634.91			
01650	Public Works Director	DP03	127,069.56				190,985.57					254,901.58			
07755	Public Works Superintendent	OR07	67,404.05				81,024.01					94,643.96			
04000	Purchasing Agent	OR11	92,896.82				120,765.87					148,634.91			
04036	Radio Engineer	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	51,453.01	52,739.32
06613	Radio Technician 1	TG08	35,401.52	36,907.46	38,413.39	39,847.61	41,305.76								
04040	Radio Technician 2	TG11	40,803.77	42,453.14	44,126.40	45,919.18	47,544.64								
06213	Radio Technician 3	TL13	48,811.54	50,843.36	52,922.98	54,907.01	56,914.93								

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
01690	Recreation District Manager	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	68,245.68	69,951.48
06880	Recreation Leader	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	47,182.40	48,361.94
10850	Recreation Leader - Senior	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	51,453.01	52,739.32
07116	Recycling Coordinator	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	61,975.67	63,524.86
07390	Research Analyst 1	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	61,975.67	63,524.86
07391	Research Analyst 2	OR05	56,239.71				64,676.90					73,114.10			
06133	Safety Coordinator	OR05	56,239.71				64,676.90					73,114.10			
04125	Safety Inspector 1	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	51,453.01	52,739.32
10156	Safety Inspector 2	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	61,975.67	63,524.86
07397	Sanitation Supervisor	TS07	45,919.18	47,759.78	49,672.09	51,608.28	53,520.58								
04160	Sanitation Worker	TG05	29,999.25	31,313.97	32,604.77	33,919.48	35,138.57								
10855	Security Guard	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	43,266.25	44,347.88
07399	Security Officer 1 - General Sessions Court	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	43,266.25	44,347.88
10135	Security Officer 2 - General Sessions Court	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	47,182.40	48,361.94
07798	Security Officer Coordinator	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	56,110.15	57,512.88
06891	Service Rep 1	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	43,266.25	44,347.88
10163	Service Rep 2	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	47,182.40	48,361.94
10856	Service Writer	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	47,182.40	48,361.94
07402	Signal Technician 1	TG09	37,313.83	38,819.75	40,301.79	41,951.15	43,433.18								
04930	Signal Technician 2	TG11	40,803.77	42,453.14	44,126.40	45,919.18	47,544.64								
04810	Signal Technician 3	TL11	44,963.04	46,803.63	48,596.41	50,628.23	52,397.11								
04910	Signal Technician Supervisor	TS11	53,138.13	55,241.67	57,536.42	59,687.77	61,910.83								
07404	Skilled Craft Worker 1	TG07	33,608.73	35,138.57	36,453.28	37,863.60	39,273.93								
07799	Skilled Craft Worker 2	TG10	38,963.18	40,684.25	42,214.10	43,839.55	45,441.12								
00385	Social Services Assistant Director	OR11	92,896.82				120,765.87					148,634.91			
01680	Social Services Director	DP02	92,896.82				136,049.50					179,202.18			
01820	Social Work Associate	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	51,453.01	52,739.32
07405	Social Work Technician	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	43,266.25	44,347.88

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	<i>Use for calculation purposes only</i>		
													Steps	11th	12th
10853	Social Worker	OR02	42,082.88				48,395.15					54,707.42			
10854	Social Worker Senior	OR03	46,483.73				53,455.10					60,426.48			
05945	Special Assistant to the Director	OR07	67,404.05				81,024.01					94,643.96			
05923	Special Programs Coordinator	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	61,975.67	63,524.86
07762	Special Projects Manager	OR11	92,896.82				120,765.87					148,634.91			
00220	Specialized Skills Instructor	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	51,453.01	52,739.32
06892	Specialized Skills Supervisor	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	61,975.67	63,524.86
06092	Steno Clerk 1	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	36,382.12	37,291.65
04840	Steno Clerk 2	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	39,675.15	40,667.00
03840	Steno Clerk 3	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	43,266.25	44,347.88
06180	Stores Manager	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	61,975.67	63,524.86
06539	Stores Supervisor	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	51,453.01	52,739.32
07406	System Services Assistant Manager	OR07	67,404.05				81,024.01					94,643.96			
06897	System Services Manager	OR09	78,613.34				98,266.67					117,920.00			
10889	Technical Services Administrator	OR07	67,404.05				81,024.01					94,643.96			
10890	Technical Services Manager	OR09	78,613.34				98,266.67					117,920.00			
07756	Technical Specialist 1	OR04	51,187.64				58,863.76					66,539.88			
07757	Technical Specialist 2	OR06	61,821.87				72,640.70					83,459.53			
06454	Traffic Safety & Alcohol Education Coord	OR09	78,613.34				98,266.67					117,920.00			
06210	Training Coordinator	OR07	67,404.05				81,024.01					94,643.96			
10159	Training Specialist	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	68,245.68	69,951.48
07415	Treatment Plant Assistant Manager	OR05	56,239.71				64,676.90					73,114.10			
07416	Treatment Plant Manager	OR07	67,404.05				81,024.01					94,643.96			
06188	Treatment Plant Shift Operator	TS10	51,178.02	53,353.26	55,432.89	57,655.94	59,735.57								
07803	Treatment Plant Shift Supervisor	TS12	54,907.01	57,201.78	59,544.34	61,791.30	64,133.88								
06537	Treatment Plant Superintendent	OR09	78,613.34				98,266.67					117,920.00			
06229	Treatment Plant Technician 1	TG08	35,401.52	36,907.46	38,413.39	39,847.61	41,305.76								
06186	Treatment Plant Technician 2	TG11	40,803.77	42,453.14	44,126.40	45,919.18	47,544.64								

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	<i>Use for calculation purposes only</i>			
													Steps	11th	12th	
07802	Treatment Plant Technician 3	TL11	44,963.04	46,803.63	48,596.41	50,628.23	52,397.11									
06902	Urban Forester	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	68,245.68	69,951.48	
06904	Utility Maintenance Supervisor	TS09	49,480.84	51,560.47	53,520.58	55,695.84	57,679.85									
07760	Van Driver	TG05	29,999.25	31,313.97	32,604.77	33,919.48	35,138.57									
05740	Veterans Service Officer	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	51,453.01	52,739.32	
05754	Vice Mayor	VM	17,000.00													
10891	Victim Advocate 1	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	56,110.15	57,512.88	
10892	Victim Advocate 2	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	61,975.67	63,524.86	
07419	Warrant Officer 1	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	51,453.01	52,739.32	
05340	Warrant Officer 2	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	56,110.15	57,512.88	
10484	Waste Management Supervisor	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	68,245.68	69,951.48	
10167	Water Maintenance Leader 1	TL07	36,931.36	38,509.00	39,943.24	41,496.99	43,218.06									
10168	Water Maintenance Leader 2	TL09	40,995.00	42,692.17	44,317.63	46,014.80	47,759.78									
10169	Water Maintenance Supervisor	TS08	47,544.64	49,552.56	51,608.28	53,520.58	55,552.41									
10858	Water Maintenance Technician	TG05	29,999.25	31,313.97	32,604.77	33,919.48	35,138.57									
10859	Water Maintenance Technician Senior	TG07	33,608.73	35,138.57	36,453.28	37,863.60	39,273.93									
10464	Water Quality Analyst 1	OR01	38,590.00				44,378.35					50,166.70				
10465	Water Quality Analyst 2	OR03	46,483.73				53,455.10					60,426.48				
10466	Water Quality Analyst 3	OR05	56,239.71				64,676.90					73,114.10				
07420	Water Services Assistant Director	OR11	92,896.82				120,765.87					148,634.91				
01670	Water Services Director	DP03	127,069.56				190,985.57					254,901.58				
10486	Water Services Security Manager	OR07	67,404.05				81,024.01					94,643.96				
07230	Zoning Examination Chief	OR05	56,239.71				64,676.90					73,114.10				
07421	Zoning Examiner	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	68,245.68	69,951.48	

NASHVILLE AND DAVIDSON COUNTY METROPOLITAN GOVERNMENT

POLICE AND FIRE PAY PLAN

EFFECTIVE JULY 1, 2016

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
07241	Administrative Assistant	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	56,110.15	57,512.88
10863	Administrative Services Division Manager	OR09	78,613.34				98,266.67					117,920.00			
07242	Administrative Services Manager	OR07	67,404.05				81,024.01					94,643.96			
02660	Administrative Services Officer 1	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	43,266.25	44,347.88
07243	Administrative Services Officer 2	OR01	38,590.00				44,378.35					50,166.70			
07244	Administrative Services Officer 3	OR03	46,483.73				53,455.10					60,426.48			
07245	Administrative Services Officer 4	OR05	56,239.71				64,676.90					73,114.10			
07720	Administrative Specialist	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	68,245.68	69,951.48
10100	Application Technician 1	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	47,182.40	48,361.94
10102	Application Technician 2	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	51,453.01	52,739.32
10103	Application Technician 3	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	56,110.15	57,512.88
07174	Armorer	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	61,975.67	63,524.86
07175	Behavioral Health Services Manager	OR09	78,613.34				98,266.67					117,920.00			
10881	Breathing Apparatus Technician	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	47,182.40	48,361.94
01770	Building & Grounds Electrician	TG12	42,548.75	44,245.92	46,014.80	47,807.58	49,624.28								
01780	Building & Grounds Lead Electrician	TL12	46,827.51	48,811.54	50,747.75	52,660.06	54,572.36								
02230	Building Maintenance Lead Mechanic	TL10	42,859.49	44,819.61	46,516.78	48,285.66	50,054.53								
07255	Building Maintenance Leader	TG06	31,815.96	33,130.66	34,421.45	35,736.17	37,122.59								
02220	Building Maintenance Mechanic	TG08	35,401.52	36,907.46	38,413.39	39,847.61	41,305.76								
07257	Building Maintenance Worker	TG05	29,999.25	31,313.97	32,604.77	33,919.48	35,138.57								
01302	Computer Operations Shift Supervisor	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	68,245.68	69,951.48
01430	Computer Operator 1	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	39,675.15	40,667.00
04540	Computer Operator 2	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	43,266.25	44,347.88
07268	Computer Operator 3	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	47,182.40	48,361.94
10714	Crime Lab Asst Director/Quality Assurance Mgr	OR07	67,404.05				81,024.01					94,643.96			
10718	Crime Lab Evidence Receiving Supervisor	OR03	46,483.73				53,455.10					60,426.48			
10719	Crime Lab Evidence Receiving Technician	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	51,453.01	52,739.32
10720	Crime Lab Forensic Scientist 1	OR03	46,483.73				53,455.10					60,426.48			
10721	Crime Lab Forensic Scientist 2	OR04	51,187.64				58,863.76					66,539.88			

NASHVILLE AND DAVIDSON COUNTY METROPOLITAN GOVERNMENT

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CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
10722	Crime Lab Forensic Scientist 3	OR05	56,239.71				64,676.90					73,114.10			
10716	Crime Lab Forensic Supervisor	OR07	67,404.05				81,024.01					94,643.96			
10723	Crime Lab Forensic Technician	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	56,110.15	57,512.88
10717	Crime Lab Information Technology Manager	OR07	67,404.05				81,024.01					94,643.96			
10715	Crime Laboratory Business Manager	OR07	67,404.05				81,024.01					94,643.96			
10713	Crime Laboratory Director	OR09	78,613.34				98,266.67					117,920.00			
10487	Crime Scene Technician 1	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	56,110.15	57,512.88
10488	Crime Scene Technician 2	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	61,975.67	63,524.86
10832	Custodian	TG05	29,999.25	31,313.97	32,604.77	33,919.48	35,138.57								
07288	Data Production Control Specialist	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	43,266.25	44,347.88
06850	Emergency Medical Technician 1	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	57,102.75	58,530.26
01818	Emergency Medical Technician 2	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	63,243.19	64,823.93
10353	Emergency Medical Technician 3	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	69,859.09	71,605.45
06823	Emergency Medical Technician Trainee	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	51,385.95	52,670.37
10409	Emergency Telecom Officer 3	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	56,110.15	57,512.88
10410	Emergency Telecom Officer 4	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	61,975.67	63,524.86
10412	Emergency Telecom Supervisor	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	74,987.79	76,862.60
10411	Emergency Telecom Trainer	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	68,245.68	69,951.48
03057	Emergency Vehicle Technician 1	TG12	42,548.75	44,245.92	46,014.80	47,807.58	49,624.28								
05975	Emergency Vehicle Technician 2	TL12	46,827.51	48,811.54	50,747.75	52,660.06	54,572.36								
05974	Emergency Vehicle Technician Supervisor	TS12	54,907.01	57,201.78	59,544.34	61,791.30	64,133.88								
05010	Equipment & Supply Clerk 1	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	36,382.12	37,291.65
03440	Equipment & Supply Clerk 2	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	43,266.25	44,347.88
03027	Equipment & Supply Clerk 3	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	47,182.40	48,361.94
10354	Executive Administrator - Police/Fire	OR11	92,896.82				120,765.87					148,634.91			
07722	Executive Assistant To Chief - Police/Fire	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	61,975.67	63,524.86
10108	Finance Administrator	OR07	67,404.05				81,024.01					94,643.96			
06232	Finance Manager	OR09	78,613.34				98,266.67					117,920.00			
10150	Finance Officer 1	OR01	38,590.00				44,378.35					50,166.70			

NASHVILLE AND DAVIDSON COUNTY METROPOLITAN GOVERNMENT

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CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
10151	Finance Officer 2	OR03	46,483.73				53,455.10					60,426.48			
10152	Finance Officer 3	OR05	56,239.71				64,676.90					73,114.10			
10839	Fire Arson Investigator	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	76,931.32	78,854.58
00430	Fire Assistant Chief	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	108,397.59	111,107.33
00594	Fire Assistant Training Officer	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	84,529.70	86,643.36
07305	Fire Captain	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	80,778.07	82,797.51
10111	Fire Captain - Paramedic	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	80,778.07	82,797.51
10882	Fire Captain Senior	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	88,748.05	90,966.59
01045	Fire Chief	DP03	127,069.56				190,985.57					254,901.58			
10712	Fire Commander	PF13	88,610.45				113,420.36					138,230.26			
07306	Fire Deputy Chief	PF14	104,713.90				138,208.16					171,702.42			
01686	Fire District Chief	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	101,309.46	103,842.26
07307	Fire Engineer	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	69,859.09	71,605.45
07308	Fire Fighter 1	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	57,102.75	58,530.26
07309	Fire Fighter 2	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	63,243.19	64,823.93
07777	Fire Fighter 3	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	69,859.09	71,605.45
10112	Fire Fighter/Paramedic	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	69,859.09	71,605.45
07310	Fire Inspector 1	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	63,243.19	64,823.93
02534	Fire Inspector 2	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	69,859.09	71,605.45
06834	Fire Instructor	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	76,931.32	78,854.58
05973	Fire Maintenance Supervisor	TS12	54,907.01	57,201.78	59,544.34	61,791.30	64,133.88								
10840	Fire Maintenance Worker	TG12	42,548.75	44,245.92	46,014.80	47,807.58	49,624.28								
03015	Fire Marshal	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	101,309.46	103,842.26
01495	Fire Marshal - Assistant	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	80,778.07	82,797.51
00440	Fire Marshal - Deputy	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	84,529.70	86,643.36
10883	Fire Operations Manager	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	108,397.59	111,107.33
10884	Fire Plans Examiner 1	OR05	56,239.71				64,676.90					73,114.10			
10885	Fire Plans Examiner 2	OR06	61,821.87				72,640.70					83,459.53			
04055	Fire Recruit	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	51,385.95	52,670.37

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
10711	Fire Services Deputy Director	PF14	104,713.90				138,208.16					171,702.42			
05513	Fire Training Officer	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	101,309.46	103,842.26
07423	Fire/EMT Dispatcher	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	63,243.19	64,823.93
10113	Firearms and Toolmarking Examiner	OR07	67,404.05				81,024.01					94,643.96			
10886	Helicopter Pilot	OR06	61,821.87				72,640.70					83,459.53			
07346	Human Resources Administrator	OR07	67,404.05				81,024.01					94,643.96			
02730	Human Resources Analyst 1	OR01	38,590.00				44,378.35					50,166.70			
03455	Human Resources Analyst 2	OR03	46,483.73				53,455.10					60,426.48			
06874	Human Resources Analyst 3	OR05	56,239.71				64,676.90					73,114.10			
01472	Human Resources Assistant 1	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	43,266.25	44,347.88
06931	Human Resources Assistant 2	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	47,182.40	48,361.94
06531	Human Resources Manager	OR09	78,613.34				98,266.67					117,920.00			
07234	Info Sys Advisor 1	OR07	67,404.05				81,024.01					94,643.96			
07407	Info Sys Advisor 2	OR09	78,613.34				98,266.67					117,920.00			
10887	Info Sys Advisor 3	OR10	85,755.07				109,337.72					132,920.37			
07779	Info Sys Applications Analyst 1	OR03	46,483.73				53,455.10					60,426.48			
07780	Info Sys Applications Analyst 2	OR04	51,187.64				58,863.76					66,539.88			
07783	Info Sys Applications Analyst 3	OR05	56,239.71				64,676.90					73,114.10			
07784	Info Sys Applications Technician 1	OR01	38,590.00				44,378.35					50,166.70			
07785	Info Sys Applications Technician 2	OR02	42,082.88				48,395.15					54,707.42			
06918	Info Sys Communications Analyst 1	OR03	46,483.73				53,455.10					60,426.48			
07769	Info Sys Communications Analyst 2	OR04	51,187.64				58,863.76					66,539.88			
07265	Info Sys Communications Analyst 3	OR05	56,239.71				64,676.90					73,114.10			
07266	Info Sys Communications Technician 1	OR01	38,590.00				44,378.35					50,166.70			
06919	Info Sys Communications Technician 2	OR02	42,082.88				48,395.15					54,707.42			
07782	Info Sys Manager	OR09	78,613.34				98,266.67					117,920.00			
10470	Info Sys Media Analyst 1	OR03	46,483.73				53,455.10					60,426.48			
10471	Info Sys Media Analyst 2	OR04	51,187.64				58,863.76					66,539.88			
10472	Info Sys Media Analyst 3	OR05	56,239.71				64,676.90					73,114.10			

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													Steps	11th	12th
10473	Info Sys Media Technician 1	OR01	38,590.00				44,378.35					50,166.70			
10474	Info Sys Media Technician 2	OR02	42,082.88				48,395.15					54,707.42			
10475	Info Sys Operations Analyst 1	OR03	46,483.73				53,455.10					60,426.48			
10476	Info Sys Operations Analyst 2	OR04	51,187.64				58,863.76					66,539.88			
10477	Info Sys Operations Analyst 3	OR05	56,239.71				64,676.90					73,114.10			
10478	Info Sys Operations Technician 1	OR01	38,590.00				44,378.35					50,166.70			
10479	Info Sys Operations Technician 2	OR02	42,082.88				48,395.15					54,707.42			
02870	Legal Secretary 1	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	47,182.40	48,361.94
07322	Legal Secretary 2	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	51,453.01	52,739.32
10119	Office Support Manager	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	56,110.15	57,512.88
10120	Office Support Rep 1	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	36,382.12	37,291.65
10121	Office Support Rep 2	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	39,675.15	40,667.00
10122	Office Support Rep 3	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	43,266.25	44,347.88
10123	Office Support Specialist 1	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	47,182.40	48,361.94
10124	Office Support Specialist 2	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	51,453.01	52,739.32
07343	Paralegal	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	51,453.01	52,739.32
10125	Paramedic 1	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	63,243.19	64,823.93
07344	Paramedic 2	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	69,859.09	71,605.45
10352	Paramedic 3	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	76,931.32	78,854.58
07345	Parts Supervisor	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	56,110.15	57,512.88
00956	Police Captain	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	101,309.46	103,842.26
01110	Police Chief	DP03	127,069.56				190,985.57					254,901.58			
07702	Police Commander	PF13	88,610.45				113,420.36					138,230.26			
06882	Police Crisis Counseling Supervisor	OR05	56,239.71				64,676.90					73,114.10			
10851	Police Crisis Counselor	OR04	51,187.64				58,863.76					66,539.88			
06395	Police Data Processing Assistant Manager	OR07	67,404.05				81,024.01					94,643.96			
06394	Police Data Processing Manager	OR09	78,613.34				98,266.67					117,920.00			
01396	Police Data Production Control Coordinator	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	68,245.68	69,951.48
10154	Police Deputy Chief	PF14	104,713.90				138,208.16					171,702.42			

NASHVILLE AND DAVIDSON COUNTY METROPOLITAN GOVERNMENT

POLICE AND FIRE PAY PLAN

EFFECTIVE JULY 1, 2016

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
07349	Police Executive Assistant	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	56,110.15	57,512.88
07351	Police Graphics Specialist	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	51,453.01	52,739.32
07353	Police Identification Specialist 1	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	47,182.40	48,361.94
07354	Police Identification Specialist 2	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	51,453.01	52,739.32
07176	Police Information Services Administrator	OR11	92,896.82				120,765.87					148,634.91			
07355	Police Lieutenant	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	92,919.15	95,241.95
06872	Police Officer 1	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	57,102.75	58,530.26
07356	Police Officer 2	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	63,243.19	64,823.93
07357	Police Officer 2 – Field Training Officer	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	69,859.09	71,605.45
07794	Police Officer 3	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	69,859.09	71,605.45
03257	Police Officer Trainee	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	51,385.95	52,670.37
07358	Police Operations Analyst 1	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	51,453.01	52,739.32
07178	Police Operations Analyst 2	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	61,975.67	63,524.86
07362	Police Operations Assistant 1	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	36,382.12	37,291.65
07363	Police Operations Assistant 2	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	39,675.15	40,667.00
07796	Police Operations Assistant 3	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	43,266.25	44,347.88
07365	Police Operations Coordinator 1	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	47,182.40	48,361.94
07364	Police Operations Coordinator 2	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	51,453.01	52,739.32
07361	Police Operations Supervisor	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	56,110.15	57,512.88
07751	Police Security Guard 1	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	43,266.25	44,347.88
07752	Police Security Guard 2	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	51,453.01	52,739.32
07366	Police Sergeant	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	84,529.70	86,643.36
07367	Police Youth Counselor 1	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	51,453.01	52,739.32
07368	Police Youth Counselor 2	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	61,975.67	63,524.86
07369	Police Youth Counselor Supervisor	OR05	56,239.71				64,676.90					73,114.10			
07753	Professional Specialist	OR04	51,187.64				58,863.76					66,539.88			
10131	Public Affairs Manager – Police	OR09	78,613.34				98,266.67					117,920.00			
07390	Research Analyst 1	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	61,975.67	63,524.86
07391	Research Analyst 2	OR05	56,239.71				64,676.90					73,114.10			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	<i>Use for calculation purposes only</i>		
													Steps	11th	12th
10134	Research Manager – Police	OR07	67,404.05				81,024.01					94,643.96			
06133	Safety Coordinator	OR05	56,239.71				64,676.90					73,114.10			
04125	Safety Inspector 1	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	51,453.01	52,739.32
10156	Safety Inspector 2	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	61,975.67	63,524.86
03445	School Crossing Guard	SP01	10.60				12.49					14.37			
03447	School Crossing Guard Supervisor	SS01	12.19				13.86					15.53			
10855	Security Guard	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	43,266.25	44,347.88
10853	Social Worker	OR02	42,082.88				48,395.15					54,707.42			
10854	Social Worker Senior	OR03	46,483.73				53,455.10					60,426.48			
05945	Special Assistant to the Director	OR07	67,404.05				81,024.01					94,643.96			
07762	Special Projects Manager	OR11	92,896.82				120,765.87					148,634.91			
00220	Specialized Skills Instructor	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	51,453.01	52,739.32
06092	Steno Clerk 1	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	36,382.12	37,291.65
04840	Steno Clerk 2	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	39,675.15	40,667.00
03840	Steno Clerk 3	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	43,266.25	44,347.88
06180	Stores Manager	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	61,975.67	63,524.86
06539	Stores Supervisor	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	51,453.01	52,739.32
07756	Technical Specialist 1	OR04	51,187.64				58,863.76					66,539.88			
07757	Technical Specialist 2	OR06	61,821.87				72,640.70					83,459.53			
06210	Training Coordinator	OR07	67,404.05				81,024.01					94,643.96			

RESOLUTION NO. RS2001-642**A resolution providing longevity pay for employees of The Metropolitan Government of Nashville and Davidson County, including employees of the Board of Health, and establishing a longevity pay supplement for certain employees.**

WHEREAS, in past years the administration and the Metropolitan County Council have found it appropriate to reward employees who have provided continuous service to the government; and

WHEREAS, such reward, in the form of monetary compensation, has served as an incentive for employees to remain in the service of the Metropolitan Government; and

WHEREAS, it is deemed desirable to continue to recognize those employees for their continuous service in addition to the regular salaries paid to those employees; and

WHEREAS, pursuant to Resolution No. R97-738, the monetary compensation awarded employees based on continuous service has been designated as Holiday Bonus Pay; and

WHEREAS, it is deemed that it is more appropriate to refer to said monetary payment as Longevity Pay; and

WHEREAS, the Metropolitan Government, as of January 1, 1987, removed the requirement for employee contributions to the various pension plans; and

WHEREAS, certain employees in the old City Pension Plan had met the requirements of the plan by making contributions to the plan for the maximum number of years; and

WHEREAS, to make the pay provisions equal and equitable for all employees, it is desirable to create a longevity pay supplement for those employees who have or will have made contributions into this pension system for the maximum number of years called for under the Plan.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY:

SECTION 1: The following longevity pay plan is adopted as additional compensation to be paid to the employees based on length of continuous service with the Metropolitan Government.

\$110.00 beginning at the end of the 5th year
 \$192.50 beginning at the end of the 6th year
 \$275.00 beginning at the end of the 7th year
 \$357.50 beginning at the end of the 8th year
 \$440.00 beginning at the end of the 9th year
 \$522.50 beginning at the end of the 10th year
 \$577.50 beginning at the end of the 11th year
 \$632.50 beginning at the end of the 12th year
 \$687.50 beginning at the end of the 13th year
 \$742.50 beginning at the end of the 14th year
 \$797.50 beginning at the end of the 15th year
 \$825.00 beginning at the end of the 16th year
 \$852.50 beginning at the end of the 17th year
 \$880.00 beginning at the end of the 18th year
 \$907.50 beginning at the end of the 19th year
 \$935.00 beginning at the end of the 20th year

SECTION 2: The longevity pay shall be paid in a single payment, payable on the eighth working day of December of each year, unless prorated as provided in Sections 11 or 12.

SECTION 3: To be eligible for the longevity pay, the following criteria must be met, or as indicated in Section 13 herein:

(a) The employee must be on a payroll processed under a pay plan approved by the Metropolitan Civil Service Commission, or the Civil Service Commission of the Board of Health,

(b) The employee must be on active pay status, under a pay plan established by one of the Civil Service Commissions, as of November 30 of any year that this Resolution is in effect.

SECTION 4: The longevity pay, as set out herein, shall not be paid in any year in which this Resolution has been repealed prior to November 30th of that year.

SECTION 5: To be eligible for the longevity pay, an employee must have been continuously employed with no interruption of service, except as expressly provided herein. Continuous service is defined as the employment time accumulated by the employee without any break in service unless a Civil Service Commission has granted a leave of absence without pay under its rules, or in the case of non-civil service employees, a leave of absence has been granted by the employee's appointing authority. For civil service and non-civil service employees, the length of the leave of absence shall be deducted from the employee's total length of service..

SECTION 6: Any action, other than an approved leave of absence, military leave, or being placed on a service or disability pension payroll, which results in the removal of an employee's name from the payroll, shall constitute a break in service and shall result in total loss of accumulated service time prior to the break in service. An employee re-employed under the appropriate civil service rules and regulations may have prior employment time connected, provided the rules and regulations have been met and the Civil Service Commission specifically connects the prior service time. Non-civil service employees may have their prior time connected, provided they meet the same re-employment criteria established for civil service employees of the Metropolitan Civil Service Commission.

SECTION 7: In addition to the conditions set out in Section 5, the continuous service must also occur during a time the employee received compensation which was paid in accordance with a pay plan approved by the Metropolitan Civil Service Commission, or the Civil Service Commission of the Board of Health, except as provided for employees transferring from the Board of Education as set out in Section 8.

SECTION 8: Any employee who is a member of the Classified Service of the Board of Education, who transfers directly from the Board of Education to the Metropolitan Government, shall be credited with continuous service under the following conditions: (1) Those employees scheduled to work on a nine [9] or ten [10] month basis will be credited with a year's continuous service for each twelve [12] months actually worked; and (2) any break in service at the Board of Education will cause a loss of accumulated service time unless a leave of absence had been granted by the Board of Education. Other than employment with the Board of Education, past employment with other boards, agencies, authorities, commissions, or others, whose payrolls are not processed by the Payroll Section of the Department of Finance, will not be considered when determining length of continuous service under this plan.

SECTION 9: When computing total length of continuous service, pension time will not be added to the length of service; for example, an employee who has five [5] years of continuous service and goes on a pension payroll for two [2] years and then returns to work, will only be given five [5] years credit for continuous service.

SECTION 10: The longevity pay shall apply to full-time and part-time employees and shall be paid by the departments to their employees on the payroll as of November 30. Part-time employees shall be entitled to a year's accumulated service time for each 2080 hours worked.

SECTION 11: Employees who, as of November 30 of any given year, have (1) retired, either on a service or disability pension since the prior December 1, or (2) who are on leave without pay on November 30, and any of which would otherwise been entitled to longevity pay had they been on an active pay status as of November 30, shall be entitled to a prorated payment from the prior December 1 to the day of separation. The same application shall apply to those employees entitled to the longevity pay supplement as provided in Section 13.

SECTION 12: Employees who have been re-employed and meet the criteria as set out in Section 6 for service to be connected which results in eligibility for longevity pay under this resolution, shall be entitled to a prorated payment from the re-employment date after December 1 until November 30.

SECTION 13: The longevity pay supplement shall be available to employees who meet the following criteria:

- (a) The employee must be a member of the former City of Nashville Policemen's and Firemen's Pension Plan, or
- (b) The employee must be a member of the former City of Nashville Civil Service Pension Plan, or
- (c) The employee must be exempted as a member of the Metropolitan Employee Benefit system by Ordinance No. 74-854.

SECTION 14: For any employee who meets the criteria in Section 13, the longevity pay supplement shall be three percent [3%] of the employee's rate of pay during the time period set out in Section 16.

SECTION 15: The longevity pay supplement shall be paid in a single payment, payable on the eighth working day of December of each year, unless prorated as provided in Section 11.

SECTION 16: The longevity pay supplement shall be based upon the time period of December 1, of any given year, through November 30 of the following year.

SECTION 17: If, for any reason, any section of this Resolution should be held invalid or unconstitutional, such finding shall not render the remaining portions invalid or unconstitutional, it being the intent of the Metropolitan County Council that the remaining portions of this Resolution would have been adopted as if such invalid or unconstitutional portion had been omitted.

SECTION 18: This Resolution shall not be interpreted as removing any power or duty granted by the Metropolitan Charter from any board, commission, agency or department of the Metropolitan Government.

SECTION 19: The effective date for this longevity pay plan and longevity pay supplement resolution shall be July 1, 2001.

SECTION 20: Metropolitan County Council Resolution No.97-738, and any amendments thereto, upon the adoption of this Resolution, shall be of no effect, but employees shall be paid under Resolution No 97-738, as it may have been amended, until the effective date of this Resolution.

SECTION 21: This Resolution shall take effect from and after it's passage, the welfare of the Metropolitan Government of Nashville and Davidson County Requiring it.

Sponsored By: Howard Gentry

LEGISLATIVE HISTORY	
Referred to:	Budget & Finance Committee
Introduced:	June 19, 2001
Deferred:	June 19, 2001
Adopted:	June 26, 2001
Signature of Mayor not Required - Metro Charter Section 12.10	