



**Metropolitan Government of Nashville and Davidson County  
Pay Tables Effective 7/1/2024**



- General Government
- Police and Fire
- Health
- Longevity Pay Resolution

## Explanation of Pay Types

Trades & Labor (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 (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>	Special Pay Types	<p>Included in the pay plan are special pay types specifically designed for elected officials, department directors, judicial employees, and other schedules for non-Civil Service classifications.</p> <p>These include:</p>										
Police and Fire (PS and FD)	<p>The PS schedule covers sworn members of the Police Department and the FD schedule covers Emergency Medical Service, Fire Suppression, and other designated employees of the Fire Department.</p>		<table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">Mayor (MM)</td> <td style="width: 50%;">Department Directors (DP)</td> </tr> <tr> <td>Vice Mayor (VM)</td> <td>Judicial Assistants (JS)</td> </tr> <tr> <td>Council Member (CM)</td> <td>School Crossing Guards (SP/SS)</td> </tr> <tr> <td>Public Defender (PD)</td> <td>Extension Service (AG)</td> </tr> <tr> <td>Board of Educ. Member (BE)</td> <td>Library Page (LP)</td> </tr> </table>	Mayor (MM)	Department Directors (DP)	Vice Mayor (VM)	Judicial Assistants (JS)	Council Member (CM)	School Crossing Guards (SP/SS)	Public Defender (PD)	Extension Service (AG)	Board of Educ. Member (BE)	Library Page (LP)
Mayor (MM)	Department Directors (DP)												
Vice Mayor (VM)	Judicial Assistants (JS)												
Council Member (CM)	School Crossing Guards (SP/SS)												
Public Defender (PD)	Extension Service (AG)												
Board of Educ. Member (BE)	Library Page (LP)												
Correctional Officers (CO)	<p>The CO schedule covers Correctional Officers and other Civil-Service employees in the Sheriff's Office</p>												
Emergency Telecommunications (ET)	<p>The ET schedule covers certain employees in the Department of Emergency Communications</p>												
Park Police (PK)	<p>The PK schedule covers Park Police officers in the Parks &amp; Recreation Department</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.

Step Plans	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.
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 or rate 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.
Education Incentive	In accordance with Civil Service Policy, sworn Police and Fire employees receive an additional 3% or 6% for an associates or bachelor's degree, respectively.
Police Entertainment District Unit (EDU)	An incentive payment of up to \$1,250.00 per calendar month, as authorized by the Civil Service Commission, may be paid to eligible employees permanently assigned to the Entertainment District Unit.
Shift Differential	In accordance with Civil Service Rules, some employees may be eligible for an additional 70 cents or 80 cents per hour for working evening or night shifts, respectively.
Bonus Plans	Bonuses are a way to grant employees a pay increase without permanently increasing base pay. Bonus plans and payments must be approved in advance by the Civil Service Commission, if applicable, and by the Directors of Finance and Human Resources.

FISCAL YEAR 2025 STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2024

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Use for calculation purposes only		
											Steps	11th	12th
ST05	41,796.21	43,062.72	44,329.23	45,595.75	46,862.28	48,128.80	49,395.33	50,661.84	51,928.36	53,194.87	1,266.52	54,461.39	55,727.91
ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
ST12	70,122.52	72,460.13	74,797.73	77,135.31	79,472.94	81,810.55	84,148.15	86,485.74	88,823.34	91,160.97	2,337.62	93,498.59	95,836.21
	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years			

\* Note: Steps may vary slightly due to rounding

**FISCAL YEAR 2025 OPEN RANGE PAY TABLE**

**EFFECTIVE 7/1/2024**

<b>GRADE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
OR01	50,646.98	58,243.83	65,840.67
OR02	54,708.27	62,914.31	71,120.34
OR03	57,958.26	66,650.53	75,342.80
OR04	63,823.33	73,394.32	82,965.30
OR05	70,122.52	80,642.45	91,162.38
OR06	77,082.64	90,572.11	104,061.58
OR07	84,042.78	101,024.84	118,006.90
OR08	91,030.93	111,512.90	131,994.87
OR09	98,019.10	122,523.87	147,028.63
OR10	106,923.76	136,327.81	165,731.85
OR11	115,828.46	150,577.01	185,325.55
OR12	126,035.17	166,996.60	207,958.02
OR13	136,241.88	183,926.52	231,611.16
OR14	148,503.65	207,905.11	267,306.57

Open Range

**FISCAL YEAR 2025 EMERGENCY TELECOMMUNICATIONS PAY TABLE**

**EFFECTIVE 7/1/2024**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Use for calculation purposes only			
											Steps	11th	12th	
ET01	48,115.96													
ET02	49,545.15	51,196.63	52,848.09	54,499.56	56,151.02	57,802.46	59,453.93	61,105.38	62,756.86	64,408.31	1,651.46	66,059.77	67,711.23	
ET03	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96	
ET04	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02	
ET05	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06	
ET06	77,082.64	79,649.49	82,216.35	84,783.20	87,350.06	89,916.91	92,483.77	95,050.62	97,617.48	100,184.33	2,566.86	102,751.19	105,318.05	
	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years				

\* Note: Steps may vary slightly due to rounding

GRADE	Minimum	Midpoint	Maximum
ET07	91,030.93	111,512.90	131,994.87
ET08	115,828.46	150,577.01	185,325.55
	Open Range		

FISCAL YEAR 2025 TRADES AND LABOR PAY TABLE

EFFECTIVE 7/1/2024

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Use for calculation purposes only		
											Steps	11th	12th
TG07	41,905.06	43,162.22	44,457.08	45,790.79	47,164.52	48,579.45	50,036.83	51,537.94	53,084.08	54,676.61	3%	56,316.91	58,006.42
TG08	44,140.41	45,464.62	46,828.55	48,233.41	49,680.40	51,170.82	52,705.94	54,287.13	55,915.74	57,593.20	3%	59,321.00	61,100.63
TG09	46,524.77	47,920.53	49,358.14	50,838.88	52,364.05	53,934.97	55,553.02	57,219.60	58,936.20	60,704.28	3%	62,525.41	64,401.17
TG10	48,581.26	50,038.70	51,539.85	53,086.05	54,678.63	56,319.00	58,008.57	59,748.82	61,541.29	63,387.52	3%	65,289.15	67,247.82
TG11	50,876.21	52,402.50	53,974.58	55,593.81	57,261.62	58,979.47	60,748.85	62,571.32	64,448.47	66,381.92	3%	68,373.38	70,424.58
TG12	53,051.94	54,643.50	56,282.80	57,971.28	59,710.41	61,501.73	63,346.78	65,247.19	67,204.59	69,220.74	3%	71,297.36	73,436.28
TG13	55,138.25	56,792.40	58,496.17	60,251.07	62,058.59	63,920.34	65,837.96	67,813.10	69,847.49	71,942.92	3%	74,101.21	76,324.24
TG14	57,373.59	59,094.79	60,867.64	62,693.66	64,574.47	66,511.70	68,507.06	70,562.27	72,679.15	74,859.52	3%	77,105.31	79,418.46
TG15	59,668.52	61,458.58	63,302.34	65,201.41	67,157.45	69,172.17	71,247.34	73,384.76	75,586.31	77,853.90	3%	80,189.52	82,595.20
TG16	61,933.68	63,791.69	65,705.44	67,676.62	69,706.92	71,798.13	73,952.07	76,170.63	78,455.75	80,809.41	3%	83,233.69	85,730.70
TG17	64,411.03	66,343.36	68,333.67	70,383.67	72,495.19	74,670.04	76,910.15	79,217.44	81,593.97	84,041.80	3%	86,563.05	89,159.95
TL07	46,047.88	47,429.32	48,852.20	50,317.77	51,827.31	53,382.12	54,983.59	56,633.10	58,332.09	60,082.06	3%	61,884.52	63,741.06
TL08	48,581.26	50,038.70	51,539.85	53,086.05	54,678.63	56,319.00	58,008.57	59,748.82	61,541.29	63,387.52	3%	65,289.15	67,247.82
TL09	51,114.64	52,648.08	54,227.52	55,854.34	57,529.97	59,255.86	61,033.53	62,864.55	64,750.49	66,693.01	3%	68,693.80	70,754.61
TL10	53,439.38	55,042.57	56,693.84	58,394.66	60,146.50	61,950.89	63,809.42	65,723.69	67,695.41	69,726.27	3%	71,818.06	73,972.60
TL11	56,062.19	57,744.06	59,476.37	61,260.67	63,098.48	64,991.44	66,941.19	68,949.42	71,017.90	73,148.44	3%	75,342.89	77,603.18
TL12	58,386.91	60,138.52	61,942.68	63,800.96	65,714.99	67,686.44	69,717.04	71,808.55	73,962.80	76,181.70	3%	78,467.15	80,821.17
TL13	60,860.70	62,686.52	64,567.12	66,504.13	68,499.26	70,554.22	72,670.86	74,850.98	77,096.52	79,409.41	3%	81,791.69	84,245.44
TL14	63,245.06	65,142.42	67,096.68	69,109.59	71,182.87	73,318.36	75,517.90	77,783.45	80,116.95	82,520.46	3%	84,996.07	87,545.96
TL15	65,659.24	67,629.00	69,657.87	71,747.60	73,900.02	76,117.03	78,400.54	80,752.56	83,175.13	85,670.38	3%	88,240.49	90,887.71
TL16	68,013.78	70,054.19	72,155.81	74,320.49	76,550.10	78,846.61	81,212.01	83,648.38	86,157.82	88,742.54	3%	91,404.82	94,146.96
TL17	70,734.33	72,856.36	75,042.05	77,293.32	79,612.12	82,000.48	84,460.50	86,994.30	89,604.14	92,292.26	3%	95,061.03	97,912.86

Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years
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\* Note: Steps may vary slightly due to rounding

**FISCAL YEAR 2025 TRADES AND LABOR PAY TABLE**

**EFFECTIVE 7/1/2024**

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GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Use for calculation purposes only		
											Steps	11th	12th
TS02	45,869.08	47,245.15	48,662.50	50,122.38	51,626.06	53,174.84	54,770.09	56,413.19	58,105.59	59,848.76	3%	61,644.22	63,493.55
TS03	48,342.82	49,793.10	51,286.90	52,825.51	54,410.27	56,042.58	57,723.87	59,455.58	61,239.26	63,076.44	3%	64,968.73	66,917.80
TS04	50,458.94	51,972.71	53,531.89	55,137.85	56,791.99	58,495.75	60,250.62	62,058.14	63,919.89	65,837.48	3%	67,812.60	69,846.98
TS05	52,634.67	54,213.70	55,840.12	57,515.33	59,240.78	61,018.01	62,848.54	64,734.00	66,676.02	68,676.30	3%	70,736.59	72,858.69
TS06	54,929.61	56,577.50	58,274.82	60,023.06	61,823.75	63,678.46	65,588.81	67,556.48	69,583.17	71,670.66	3%	73,820.78	76,035.40
TS07	57,254.35	58,971.98	60,741.15	62,563.38	64,440.28	66,373.50	68,364.71	70,415.64	72,528.12	74,703.96	3%	76,945.08	79,253.43
TS08	59,281.06	61,059.50	62,891.29	64,778.01	66,721.36	68,723.00	70,784.69	72,908.22	75,095.48	77,348.35	3%	79,668.80	82,058.86
TS09	61,695.22	63,546.08	65,452.46	67,416.03	69,438.52	71,521.68	73,667.33	75,877.35	78,153.68	80,498.29	3%	82,913.24	85,400.64
TS10	63,811.34	65,725.68	67,697.46	69,728.38	71,820.23	73,974.84	76,194.07	78,479.90	80,834.29	83,259.32	3%	85,757.10	88,329.81
TS11	66,255.31	68,242.97	70,290.26	72,398.97	74,570.93	76,808.07	79,112.31	81,485.68	83,930.26	86,448.16	3%	89,041.60	91,712.85
TS12	68,460.84	70,514.66	72,630.11	74,809.01	77,053.28	79,364.88	81,745.82	84,198.19	86,724.14	89,325.86	3%	92,005.64	94,765.80
TS13	71,649.90	73,799.40	76,013.38	78,293.78	80,642.60	83,061.88	85,553.74	88,120.34	90,763.95	93,486.87	3%	96,291.48	99,180.22
TS14	75,315.86	77,575.34	79,902.61	82,299.68	84,768.67	87,311.73	89,931.09	92,629.02	95,407.90	98,270.14	3%	101,218.24	104,254.79
TS15	79,935.54	82,333.61	84,803.61	87,347.72	89,968.14	92,667.18	95,447.20	98,310.61	101,259.92	104,297.72	3%	107,426.65	110,649.45
TS16	85,121.52	87,675.17	90,305.44	93,014.59	95,805.03	98,679.18	101,639.56	104,688.74	107,829.40	111,064.28	3%	114,396.21	117,828.09
TS17	88,526.39	91,182.19	93,917.65	96,735.17	99,637.23	102,626.34	105,705.13	108,876.29	112,142.58	115,506.86	3%	118,972.07	122,541.23

Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years
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\* Note: Steps may vary slightly due to rounding



**FISCAL YEAR 2025 FIRE PAY TABLE**

**EFFECTIVE 7/1/2024**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Use for calculation purposes only			
											Steps	11th	12th	
FD01	57,096.93													
FD02	59,853.12													
FD03	62,579.95	64,457.35	66,391.07	68,382.81	70,434.29	72,547.32	74,723.74	76,965.45	79,274.42	81,652.65	3%	84,102.23	86,625.30	
FD04	69,123.04	71,196.73	73,332.63	75,532.60	77,798.58	80,132.54	82,536.52	85,012.62	87,563.00	90,189.89	3%	92,895.59	95,682.45	
FD05	76,119.45	78,403.03	80,755.13	83,177.78	85,673.11	88,243.30	90,890.60	93,617.32	96,425.84	99,318.61	3%	102,298.17	105,367.11	
FD06	80,637.18	83,056.29	85,547.98	88,114.42	90,757.85	93,480.58	96,285.00	99,173.55	102,148.76	105,213.22	3%	108,369.62	111,620.71	
FD07	85,820.97	88,395.59	91,047.46	93,778.88	96,592.25	99,490.01	102,474.70	105,548.94	108,715.41	111,976.87	3%	115,336.18	118,796.26	
FD08	94,403.07	97,235.16	100,152.22	103,156.79	106,251.50	109,439.04	112,722.22	116,103.88	119,587.00	123,174.62	3%	126,869.86	130,675.95	
FD09	103,843.38	106,958.68	110,167.44	113,472.47	116,876.64	120,382.93	123,994.42	127,714.25	131,545.67	135,492.04	3%	139,556.80	143,743.51	
FD10	116,304.58	119,793.72	123,387.53	127,089.16	130,901.84	134,828.89	138,873.75	143,039.96	147,331.15	151,751.09	3%	156,303.62	160,992.73	
	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year				

\* Note: Steps may vary slightly due to rounding

GRADE	Minimum	Midpoint	Maximum
FD11	126,392.98	157,991.23	189,589.47
FD12	139,032.29	184,217.78	229,403.26
FD13	153,574.53	207,305.79	261,037.04
Open Range			

**FISCAL YEAR 2025 POLICE PAY TABLE**

**EFFECTIVE 7/1/2024**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Use for calculation purposes only			
											Steps	11th	12th	
PS01	60,274.50													
PS02	64,553.36													
PS03	68,832.63	70,897.61	73,024.54	75,215.28	77,471.73	79,795.88	82,189.75	84,655.45	87,195.11	89,810.96	3%	92,505.29	95,280.45	
PS04	75,799.65	78,073.64	80,415.85	82,828.32	85,313.18	87,872.57	90,508.76	93,224.02	96,020.74	98,901.36	3%	101,868.40	104,924.45	
PS05	87,727.85	90,359.68	93,070.47	95,862.59	98,738.47	101,700.63	104,751.65	107,894.20	111,131.02	114,464.95	3%	117,898.90	121,435.87	
PS06	105,273.44	108,431.64	111,684.59	115,035.13	118,486.18	122,040.77	125,701.99	129,473.05	133,357.24	137,357.96	3%	141,478.70	145,723.06	
PS07	121,064.46	124,696.38	128,437.28	132,290.39	136,259.10	140,346.88	144,557.29	148,894.00	153,360.82	157,961.65	3%	162,700.50	167,581.51	
	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year				

\* Note: Steps may vary slightly due to rounding

GRADE	Minimum	Midpoint	Maximum
PS08	126,392.98	157,991.23	189,589.47
PS09	139,032.29	184,217.78	229,403.26
PS10	153,574.53	207,305.79	261,037.04
Open Range			

**FISCAL YEAR 2025 CORRECTIONAL OFFICER PAY TABLE**

**EFFECTIVE 7/1/2024**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Use for calculation purposes only			
											Steps	11th	12th	
CO00	48,115.96													
CO01	52,471.07													
CO02	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02	
CO03	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06	
CO04	70,122.52	72,460.13	74,797.73	77,135.31	79,472.94	81,810.55	84,148.15	86,485.74	88,823.34	91,160.97	2,337.62	93,498.59	95,836.21	
	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year				

\* Note: Steps may vary slightly due to rounding

**FISCAL YEAR 2025 PARK POLICE PAY TABLE**

**EFFECTIVE 7/1/2024**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Use for calculation purposes only			
											Steps	11th	12th	
PK00	60,274.50													
PK01	64,553.36													
PK02	68,832.63	70,897.61	73,024.54	75,215.28	77,471.73	79,795.88	82,189.75	84,655.45	87,195.11	89,810.96	3%	92,505.29	95,280.45	
PK03	75,799.65	78,073.64	80,415.85	82,828.32	85,313.18	87,872.57	90,508.76	93,224.02	96,020.74	98,901.36	3%	101,868.40	104,924.45	
PK04	87,727.85	90,359.68	93,070.47	95,862.59	98,738.47	101,700.63	104,751.65	107,894.20	111,131.02	114,464.95	3%	117,898.90	121,435.87	
	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year				

\* Note: Steps may vary slightly due to rounding

\*\* Rate at PK00 is for Provisional employees while in Police training academy  
 Rate at PK01 is for Park Police 1 employees during 6-month probationary period

**FISCAL YEAR 2025 SPECIAL PAY TABLE**

**EFFECTIVE 7/1/2024**

			<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>	
<b>COUNCIL MEMBER</b>			<b>Directors Pay</b>			
ANNUAL	CM	25,615.00	ANNUAL DP01	117,328.64	170,383.50	223,438.35
			DP02	158,912.10	238,368.15	317,824.20
<b>METRO MAYOR</b>			<b>Judicial Services</b>			
ANNUAL	MM	209,898.00	ANNUAL JS01	57,958.26	66,650.53	75,342.80
			JS02	60,443.36	69,509.88	78,576.39
			JS03	72,532.04	83,411.85	94,291.65
<b>VICE MAYOR</b>			<b>Extension Service*</b>			
ANNUAL	VM	27,977.00	ANNUAL AG01	28,609.17	32,900.44	37,191.70
			AG02	31,198.67	35,878.34	40,558.01
			AG03	41,808.82	47,877.68	53,946.54
			AG04	44,122.33	50,740.52	57,358.70
			AG05	48,115.96	55,333.17	62,550.37
<b>PUBLIC DEFENDER</b>			<b>Library Page</b>			
ANNUAL	PD	202,130.00	HOURLY LP01	13.75	15.82	17.88
<b>BOARD OF EDUCATION MEMBER</b>			<b>School Patrol</b>			
ANNUAL	BE	14,000.00	HOURLY SP01	19.84	22.82	25.80
			SS01	22.82	26.24	29.66

\* Extension Service employees receive funding for their pay from both Metro Government and the State of Tennessee. These rates represent Metro's portion.

**FISCAL YEAR 2025 PART-TIME/SEASONAL PAY TABLE**

**EFFECTIVE 7/1/2024**

HOURLY

		MIN	MAX
09100	Part-Time Worker 1	15.00	17.75
09101	Part-Time Worker 2	16.00	18.75
09103	Seasonal Worker 1	12.00	14.75
09104	Seasonal Worker 2	13.00	15.75
10895	Seasonal Worker 7	15.00	17.75
11195	Seasonal Worker 8	16.00	18.75
11196	Seasonal Worker 9	16.50	19.25

Sports Officials,  
Sports Scorers,  
Guest Instructors

\$30-\$60 per game/class

**FISCAL YEAR 2025 HEALTH DEPARTMENT PAY TABLES**

**EFFECTIVE 7/1/2024**

**HEALTH OPEN RANGE PAY TABLE**

<b>GRADE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
OR01	50,646.98	58,243.83	65,840.67
OR02	54,708.27	62,914.31	71,120.34
OR03	57,958.26	66,650.53	75,342.80
OR04	63,823.33	73,394.32	82,965.30
OR05	70,122.52	80,642.45	91,162.38
OR06	77,082.64	90,572.11	104,061.58
OR07	84,042.78	101,024.84	118,006.90
OR08	91,030.93	111,512.90	131,994.87
OR09	98,019.10	122,523.87	147,028.63
OR10	106,923.76	136,327.81	165,731.85
OR11	115,828.46	150,577.01	185,325.55
OR12	126,035.17	166,996.60	207,958.02
OR13	136,241.88	183,926.52	231,611.16
OR14	148,503.65	207,905.11	267,306.57
Open Range			

**HEALTH HD PAY TABLE**

<b>GRADE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
HD01	148,503.64	196,767.32	245,031.00
HD02	155,928.81	206,605.68	257,282.55
HD03	161,868.95	214,476.37	267,083.79
HD04	169,962.42	225,200.20	280,437.97
Open Range			

**FISCAL YEAR 2025 HEALTH STANDARD RANGE PAY TABLE**

**EFFECTIVE 7/1/2024**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	<i>Use for calculation purposes only</i>		
											<i>Steps</i>	<i>11th</i>	<i>12th</i>
ST05	41,796.21	43,062.72	44,329.23	45,595.75	46,862.28	48,128.80	49,395.33	50,661.84	51,928.36	53,194.87	1,266.52	54,461.39	55,727.91
ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
ST12	70,122.52	72,460.13	74,797.73	77,135.31	79,472.94	81,810.55	84,148.15	86,485.74	88,823.34	91,160.97	2,337.62	93,498.59	95,836.21
	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years	Move to next step after 2 years			

\* Note: Steps may vary slightly due to rounding



CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
11325	311 Call Center Manager	OR05	70,122.52				80,642.45					91,162.38			
11044	311 Call Center Specialist	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
11045	311 Call Center Specialist Senior	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
11326	311 Call Center Supervisor	OR03	57,958.26				66,650.53					75,342.80			
11170	Accountant	OR04	63,823.33				73,394.32					82,965.30			
01050	Accountant Chief	OR13	136,241.88				183,926.52					231,611.16			
11171	Accountant Senior	OR06	77,082.64				90,572.11					104,061.58			
11249	Accounts Payable Specialist 1	OR01	50,646.98				58,243.83					65,840.67			
11250	Accounts Payable Specialist 2	OR03	57,958.26				66,650.53					75,342.80			
11251	Accounts Payable Specialist 3	OR04	63,823.33				73,394.32					82,965.30			
07241	Administrative Assistant	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
10863	Administrative Services Division Manager	OR09	98,019.10				122,523.87					147,028.63			
07242	Administrative Services Manager	OR07	84,042.78				101,024.84					118,006.90			
07243	Administrative Services Officer 2	OR01	50,646.98				58,243.83					65,840.67			
07244	Administrative Services Officer 3	OR03	57,958.26				66,650.53					75,342.80			
07245	Administrative Services Officer 4	OR05	70,122.52				80,642.45					91,162.38			
07720	Administrative Specialist	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
10100	Application Technician 1	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
10102	Application Technician 2	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
10103	Application Technician 3	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
02670	Appraiser 2	OR01	50,646.98				58,243.83					65,840.67			
07247	Appraiser 3	OR03	57,958.26				66,650.53					75,342.80			
04400	Appraiser 4	OR05	70,122.52				80,642.45					91,162.38			
07246	Appraiser Analyst 2	OR02	54,708.27				62,914.31					71,120.34			
06116	Appraiser Analyst 3	OR04	63,823.33				73,394.32					82,965.30			
10830	Appraiser Analyst 4	OR07	84,042.78				101,024.84					118,006.90			
11173	Apprentice	TG10	48,581.26	50,038.70	51,539.85	53,086.05	54,678.63	56,319.00	58,008.57	59,748.82	61,541.29	63,387.52	3%	65,289.15	67,247.82

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only			
													Steps	11th	12th	
06801	Aquatics Coordinator	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98		1,748.99	69,960.97	71,709.96
10831	Archives Associate	OR01	50,646.98				58,243.83					65,840.67				
06802	Archivist	OR05	70,122.52				80,642.45					91,162.38				
06650	Arts Commission Exec Director	DP01	117,328.64				170,383.50					223,438.35				
06524	Assessments Manager	OR09	98,019.10				122,523.87					147,028.63				
10943	Assistant Accountant Chief	OR11	115,828.46				150,577.01					185,325.55				
10942	Assistant Budget Officer	OR11	115,828.46				150,577.01					185,325.55				
10868	Assistant Metropolitan Attorney 1	OR07	84,042.78				101,024.84					118,006.90				
10869	Assistant Metropolitan Attorney 2	OR09	98,019.10				122,523.87					147,028.63				
10870	Assistant Metropolitan Attorney 3	OR11	115,828.46				150,577.01					185,325.55				
10871	Assistant Metropolitan Attorney 4	OR12	126,035.17				166,996.60					207,958.02				
10944	Assistant Metropolitan Treasurer	OR11	115,828.46				150,577.01					185,325.55				
10864	Assistant Public Defender 1	OR07	84,042.78				101,024.84					118,006.90				
10865	Assistant Public Defender 2	OR09	98,019.10				122,523.87					147,028.63				
10866	Assistant Public Defender 3	OR11	115,828.46				150,577.01					185,325.55				
10867	Assistant Public Defender 4	OR12	126,035.17				166,996.60					207,958.02				
10945	Assistant Public Property Officer	OR11	115,828.46				150,577.01					185,325.55				
10946	Assistant Purchasing Agent	OR11	115,828.46				150,577.01					185,325.55				
07192	Associate Metropolitan Attorney	OR13	136,241.88				183,926.52					231,611.16				
00480	Attorney 1	OR07	84,042.78				101,024.84					118,006.90				
00630	Attorney 2	OR09	98,019.10				122,523.87					147,028.63				
04674	Attorney 3	OR11	115,828.46				150,577.01					185,325.55				
11248	Attorney 4	OR12	126,035.17				166,996.60					207,958.02				
06715	Audio - Visual Specialist	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70		1,470.71	58,829.41	60,300.12
02580	Auditing Manager	OR11	115,828.46				150,577.01					185,325.55				
00660	Auditorium Manager	DP01	117,328.64				170,383.50					223,438.35				
00680	Automotive Mechanic	TG13	55,138.25	56,792.40	58,496.17	60,251.07	62,058.59	63,920.34	65,837.96	67,813.10	69,847.49	71,942.92		3%	74,101.21	76,324.24

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
00690	Automotive Mechanic Leader	TL14	63,245.06	65,142.42	67,096.68	69,109.59	71,182.87	73,318.36	75,517.90	77,783.45	80,116.95	82,520.46	3%	84,996.07	87,545.96
06081	Automotive Mechanic-Cert	TG14	57,373.59	59,094.79	60,867.64	62,693.66	64,574.47	66,511.70	68,507.06	70,562.27	72,679.15	74,859.52	3%	77,105.31	79,418.46
00700	Automotive Shop Supervisor	TS14	75,315.86	77,575.34	79,902.61	82,299.68	84,768.67	87,311.73	89,931.09	92,629.02	95,407.90	98,270.14	3%	101,218.24	104,254.79
06907	Beer Permit Board-Exec Director	DP01	117,328.64				170,383.50					223,438.35			
07251	Beer Permit Inspector 1	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
07723	Beer Permit Inspector 2	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
10872	Beer Permit Inspector 3	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
11252	Behavioral Health Services Coordinator	OR07	84,042.78				101,024.84					118,006.90			
10458	Board of Education Member	BE	14,000.00												
00800	Budget Officer	OR13	136,241.88				183,926.52					231,611.16			
01770	Building & Grounds Electrician	TG15	59,668.52	61,458.58	63,302.34	65,201.41	67,157.45	69,172.17	71,247.34	73,384.76	75,586.31	77,853.90	3%	80,189.52	82,595.20
01780	Building & Grounds Lead Electrician	TL15	65,659.24	67,629.00	69,657.87	71,747.60	73,900.02	76,117.03	78,400.54	80,752.56	83,175.13	85,670.38	3%	88,240.49	90,887.71
06811	Building Inspection Chief	OR07	84,042.78				101,024.84					118,006.90			
06810	Building Inspector 1	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
07254	Building Inspector 2	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
02230	Building Maint Lead Mechanic	TL15	65,659.24	67,629.00	69,657.87	71,747.60	73,900.02	76,117.03	78,400.54	80,752.56	83,175.13	85,670.38	3%	88,240.49	90,887.71
07255	Building Maint Leader	TG08	44,140.41	45,464.62	46,828.55	48,233.41	49,680.40	51,170.82	52,705.94	54,287.13	55,915.74	57,593.20	3%	59,321.00	61,100.63
02220	Building Maint Mechanic	TG13	55,138.25	56,792.40	58,496.17	60,251.07	62,058.59	63,920.34	65,837.96	67,813.10	69,847.49	71,942.92	3%	74,101.21	76,324.24
00842	Building Maint Supt	TS15	79,935.54	82,333.61	84,803.61	87,347.72	89,968.14	92,667.18	95,447.20	98,310.61	101,259.92	104,297.72	3%	107,426.65	110,649.45
07256	Building Maint Supv	TS13	71,649.90	73,799.40	76,013.38	78,293.78	80,642.60	83,061.88	85,553.74	88,120.34	90,763.95	93,486.87	3%	96,291.48	99,180.22
07257	Building Maint Worker	TG07	41,905.06	43,162.22	44,457.08	45,790.79	47,164.52	48,579.45	50,036.83	51,537.94	53,084.08	54,676.61	3%	56,316.91	58,006.42
06699	Business Development Officer	OR07	84,042.78				101,024.84					118,006.90			
07729	CAD/GIS Analyst 1	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
07730	CAD/GIS Analyst 2	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
11174	Carpenter	TG13	55,138.25	56,792.40	58,496.17	60,251.07	62,058.59	63,920.34	65,837.96	67,813.10	69,847.49	71,942.92	3%	74,101.21	76,324.24
11104	Chief Diversity Equity & Inclusion Officer	OR13	136,241.88				183,926.52					231,611.16			
07113	Chief Information Officer	DP02	158,912.10				238,368.15					317,824.20			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
11034	Circulation Assistant	ST05	41,796.21	43,062.72	44,329.23	45,595.75	46,862.28	48,128.80	49,395.33	50,661.84	51,928.36	53,194.87	1,266.52	54,461.39	55,727.91
07768	Circulation Supervisor	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
06675	Claims Division Manager	OR07	84,042.78				101,024.84					118,006.90			
06674	Claims Rep 1	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
06673	Claims Rep 2	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
07081	Codes Administration Assistant Director	OR13	136,241.88				183,926.52					231,611.16			
01540	Codes Administration Director	DP02	158,912.10				238,368.15					317,824.20			
01290	Collections Officer	OR10	106,923.76				136,327.81					165,731.85			
11254	Collections Specialist 1	OR01	50,646.98				58,243.83					65,840.67			
11255	Collections Specialist 2	OR03	57,958.26				66,650.53					75,342.80			
11256	Collections Specialist 3	OR04	63,823.33				73,394.32					82,965.30			
11257	Collections Specialist 4	OR06	77,082.64				90,572.11					104,061.58			
10459	Combination Codes Inspector	ST12	70,122.52	72,460.13	74,797.73	77,135.31	79,472.94	81,810.55	84,148.15	86,485.74	88,823.34	91,160.97	2,337.62	93,498.59	95,836.21
11306	Community Review Board Exec Director	DP01	117,328.64				170,383.50					223,438.35			
07731	Compliance Inspector 1	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
07732	Compliance Inspector 2	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
07733	Compliance Inspector 3	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
11175	Compliance Monitor	OR04	63,823.33				73,394.32					82,965.30			
11176	Compliance Monitor Senior	OR07	84,042.78				101,024.84					118,006.90			
01301	Computer Operations Scheduler	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
01302	Computer Operations Shift Supervisor	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
11035	Concessions Clerk	ST05	41,796.21	43,062.72	44,329.23	45,595.75	46,862.28	48,128.80	49,395.33	50,661.84	51,928.36	53,194.87	1,266.52	54,461.39	55,727.91
07734	Contract Administrator	OR09	98,019.10				122,523.87					147,028.63			
06982	Correctional Officer 1	CO01	52,471.07												
06981	Correctional Officer 2	CO02	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
07145	Correctional Officer Lieutenant	CO04	70,122.52	72,460.13	74,797.73	77,135.31	79,472.94	81,810.55	84,148.15	86,485.74	88,823.34	91,160.97	2,337.62	93,498.59	95,836.21
06690	Correctional Officer Sergeant	CO03	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only			
													Steps	11th	12th	
10879	Correctional Officer Trainee	CO00	48,115.96													
01334	Council Member	CM	25,615.00													
01339	Court Administrator	OR11	115,828.46				150,577.01					185,325.55				
01340	Court Clerk	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79	
07279	Criminal Investigator	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02	
07206	Criminal Investigator Chief	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06	
07219	Criminal Justice Coordinator	OR07	84,042.78				101,024.84					118,006.90				
05450	Custodial Services Asst Supv	TS04	50,458.94	51,972.71	53,531.89	55,137.85	56,791.99	58,495.75	60,250.62	62,058.14	63,919.89	65,837.48	3%	67,812.60	69,846.98	
05460	Custodial Services Supv	TS05	52,634.67	54,213.70	55,840.12	57,515.33	59,240.78	61,018.01	62,848.54	64,734.00	66,676.02	68,676.30	3%	70,736.59	72,858.69	
10832	Custodian	TG07	41,905.06	43,162.22	44,457.08	45,790.79	47,164.52	48,579.45	50,036.83	51,537.94	53,084.08	54,676.61	3%	56,316.91	58,006.42	
06233	Customer Service Assistant Manager	OR05	70,122.52				80,642.45					91,162.38				
10833	Customer Service Field Rep	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12	
10834	Customer Service Field Rep Senior	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05	
11203	Customer Service Field Specialist	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02	
00746	Customer Service Manager	OR09	98,019.10				122,523.87					147,028.63				
06598	Customer Service Supervisor	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06	
11259	Data Compliance Technician	OR03	57,958.26				66,650.53					75,342.80				
06817	Data Entry Programmer	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12	
07288	Data Production Control Specialist	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79	
10948	Deputy Director	OR14	148,503.65				207,905.11					267,306.57				
01496	Deputy Metropolitan Attorney	OR14	148,503.65				207,905.11					267,306.57				
07205	Deputy Public Defender	OR13	136,241.88				183,926.52					231,611.16				
06400	Development Coordinator	OR05	70,122.52				80,642.45					91,162.38				
06822	Electrical Inspection Chief	OR07	84,042.78				101,024.84					118,006.90				
06821	Electrical Inspector 1	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02	
07290	Electrical Inspector 2	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06	
10142	Emergency Communications Dir	DP02	158,912.10				238,368.15					317,824.20				

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
10414	Emergency Telecom Assistant Director	ET08	115,828.46				150,577.01					185,325.55			
10413	Emergency Telecom Manager	ET07	91,030.93				111,512.90					131,994.87			
10407	Emergency Telecom Officer 1	ET01	48,115.96												
10408	Emergency Telecom Officer 2	ET02	49,545.15	51,196.63	52,848.09	54,499.56	56,151.02	57,802.46	59,453.93	61,105.38	62,756.86	64,408.31	1,651.46	66,059.77	67,711.23
10409	Emergency Telecom Officer 3	ET03	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
10410	Emergency Telecom Officer 4	ET04	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
10412	Emergency Telecom Supervisor	ET06	77,082.64	79,649.49	82,216.35	84,783.20	87,350.06	89,916.91	92,483.77	95,050.62	97,617.48	100,184.33	2,566.86	102,751.19	105,318.05
10411	Emergency Telecom Trainer	ET05	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
07294	Engineer 1	OR07	84,042.78				101,024.84					118,006.90			
07295	Engineer 2	OR08	91,030.93				111,512.90					131,994.87			
06606	Engineer 3	OR10	106,923.76				136,327.81					165,731.85			
07296	Engineer In Training	OR06	77,082.64				90,572.11					104,061.58			
10835	Engineering Technician	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
10836	Engineering Technician Senior	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
11085	Environmental Compliance Supervisor	OR07	84,042.78				101,024.84					118,006.90			
03750	Environmental Laboratory Manager	OR08	91,030.93				111,512.90					131,994.87			
10468	Environmental Laboratory Superintendent	OR10	106,923.76				136,327.81					165,731.85			
11038	Equipment & Supply Clerk	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
11039	Equipment & Supply Clerk Senior	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
01872	Equipment Inventory Assistant 1	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
07301	Equipment Inventory Assistant 2	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
01880	Equipment Mechanic	TG14	57,373.59	59,094.79	60,867.64	62,693.66	64,574.47	66,511.70	68,507.06	70,562.27	72,679.15	74,859.52	3%	77,105.31	79,418.46
07302	Equipment Mechanic - Certified	TG15	59,668.52	61,458.58	63,302.34	65,201.41	67,157.45	69,172.17	71,247.34	73,384.76	75,586.31	77,853.90	3%	80,189.52	82,595.20
06825	Equipment Mechanic Leader	TL15	65,659.24	67,629.00	69,657.87	71,747.60	73,900.02	76,117.03	78,400.54	80,752.56	83,175.13	85,670.38	3%	88,240.49	90,887.71
10837	Equipment Operator	TG10	48,581.26	50,038.70	51,539.85	53,086.05	54,678.63	56,319.00	58,008.57	59,748.82	61,541.29	63,387.52	3%	65,289.15	67,247.82
10838	Equipment Operator Senior	TG12	53,051.94	54,643.50	56,282.80	57,971.28	59,710.41	61,501.73	63,346.78	65,247.19	67,204.59	69,220.74	3%	71,297.36	73,436.28
10949	Equipment Operator Specialist	TG14	57,373.59	59,094.79	60,867.64	62,693.66	64,574.47	66,511.70	68,507.06	70,562.27	72,679.15	74,859.52	3%	77,105.31	79,418.46

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
07304	Equipment Servicer	TG10	48,581.26	50,038.70	51,539.85	53,086.05	54,678.63	56,319.00	58,008.57	59,748.82	61,541.29	63,387.52	3%	65,289.15	67,247.82
01920	Equipment Shop Supervisor	TS15	79,935.54	82,333.61	84,803.61	87,347.72	89,968.14	92,667.18	95,447.20	98,310.61	101,259.92	104,297.72	3%	107,426.65	110,649.45
06075	Event Set Up Leader	TL09	51,114.64	52,648.08	54,227.52	55,854.34	57,529.97	59,255.86	61,033.53	62,864.55	64,750.49	66,693.01	3%	68,693.80	70,754.61
05942	Exec. Secretary - Employee Benefit Board	DP02	158,912.10				238,368.15					317,824.20			
00240	Extension Agent 1	AG01	28,609.17				32,900.44					37,191.70			
02410	Extension Agent 2	AG02	31,198.67				35,878.34					40,558.01			
00090	Extension Agent 3	AG03	41,808.82				47,877.68					53,946.54			
11260	Extension Deputy Director	AG04	44,122.33				50,740.52					57,358.70			
01967	Extension Director	AG05	48,115.96				55,333.17					62,550.37			
06830	Facilities Manager	OR06	77,082.64				90,572.11					104,061.58			
07040	Facility Coordinator	OR04	63,823.33				73,394.32					82,965.30			
11322	Family Safety Advocate	OR02	54,708.27				62,914.31					71,120.34			
11323	Family Safety Advocate Senior	OR04	63,823.33				73,394.32					82,965.30			
10108	Finance Administrator	OR08	91,030.93				111,512.90					131,994.87			
06108	Finance Assistant Director	OR13	136,241.88				183,926.52					231,611.16			
07704	Finance Deputy Director	OR14	148,503.65				207,905.11					267,306.57			
01570	Finance Director	DP02	158,912.10				238,368.15					317,824.20			
06232	Finance Manager	OR10	106,923.76				136,327.81					165,731.85			
11177	Finance Officer	OR04	63,823.33				73,394.32					82,965.30			
11178	Finance Officer Senior	OR06	77,082.64				90,572.11					104,061.58			
10153	Finance Specialist	OR05	70,122.52				80,642.45					91,162.38			
10469	General Services Assistant Director	OR13	136,241.88				183,926.52					231,611.16			
01575	General Services Director	DP02	158,912.10				238,368.15					317,824.20			
07312	General Services Division Manager	OR09	98,019.10				122,523.87					147,028.63			
06968	Geographic Info Sys Manager	OR09	98,019.10				122,523.87					147,028.63			
00451	Golf Course Assistant Manager	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
02280	Golf Course Manager	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
10841	Greenskeeper	TS09	61,695.22	63,546.08	65,452.46	67,416.03	69,438.52	71,521.68	73,667.33	75,877.35	78,153.68	80,498.29	3%	82,913.24	85,400.64
06079	Group Care Worker	ST05	41,796.21	43,062.72	44,329.23	45,595.75	46,862.28	48,128.80	49,395.33	50,661.84	51,928.36	53,194.87	1,266.52	54,461.39	55,727.91
06080	Group Care Worker Senior	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
06123	Historic Preservationist 1	OR05	70,122.52				80,642.45					91,162.38			
07778	Historic Preservationist 2	OR06	77,082.64				90,572.11					104,061.58			
01945	Historical Commission Exec Director	DP01	117,328.64				170,383.50					223,438.35			
11261	Homeless Services Director	DP01	117,328.64				170,383.50					223,438.35			
07346	Human Resources Administrator	OR08	91,030.93				111,512.90					131,994.87			
11180	Human Resources Analyst	OR04	63,823.33				73,394.32					82,965.30			
11181	Human Resources Analyst Senior	OR06	77,082.64				90,572.11					104,061.58			
06004	Human Resources Asst Director	OR13	136,241.88				183,926.52					231,611.16			
01620	Human Resources Director	DP02	158,912.10				238,368.15					317,824.20			
06531	Human Resources Manager	OR10	106,923.76				136,327.81					165,731.85			
11182	Human Resources Specialist	OR07	84,042.78				101,024.84					118,006.90			
11333	Indust Control Systems Specialist	TS14	75,315.86	77,575.34	79,902.61	82,299.68	84,768.67	87,311.73	89,931.09	92,629.02	95,407.90	98,270.14	3%	101,218.24	104,254.79
06224	Indust Electrician 1	TG15	59,668.52	61,458.58	63,302.34	65,201.41	67,157.45	69,172.17	71,247.34	73,384.76	75,586.31	77,853.90	3%	80,189.52	82,595.20
06225	Indust Electrician 2	TL15	65,659.24	67,629.00	69,657.87	71,747.60	73,900.02	76,117.03	78,400.54	80,752.56	83,175.13	85,670.38	3%	88,240.49	90,887.71
06176	Indust Electronics Tech 1	TG16	61,933.68	63,791.69	65,705.44	67,676.62	69,706.92	71,798.13	73,952.07	76,170.63	78,455.75	80,809.41	3%	83,233.69	85,730.70
06195	Indust Electronics Tech 2	TL16	68,013.78	70,054.19	72,155.81	74,320.49	76,550.10	78,846.61	81,212.01	83,648.38	86,157.82	88,742.54	3%	91,404.82	94,146.96
11262	Indust Maint Manager	OR09	98,019.10				122,523.87					147,028.63			
07317	Indust Maint Supv 1	TS14	75,315.86	77,575.34	79,902.61	82,299.68	84,768.67	87,311.73	89,931.09	92,629.02	95,407.90	98,270.14	3%	101,218.24	104,254.79
07786	Indust Maint Supv 2	TS16	85,121.52	87,675.17	90,305.44	93,014.59	95,805.03	98,679.18	101,639.56	104,688.74	107,829.40	111,064.28	3%	114,396.21	117,828.09
06184	Indust Mechanic 1	TG14	57,373.59	59,094.79	60,867.64	62,693.66	64,574.47	66,511.70	68,507.06	70,562.27	72,679.15	74,859.52	3%	77,105.31	79,418.46
06178	Indust Mechanic 2	TL14	63,245.06	65,142.42	67,096.68	69,109.59	71,182.87	73,318.36	75,517.90	77,783.45	80,116.95	82,520.46	3%	84,996.07	87,545.96
07787	Indust Tech Master	TL17	70,734.33	72,856.36	75,042.05	77,293.32	79,612.12	82,000.48	84,460.50	86,994.30	89,604.14	92,292.26	3%	95,061.03	97,912.86
07234	Info Sys Advisor 1	OR09	98,019.10				122,523.87					147,028.63			
07407	Info Sys Advisor 2	OR11	115,828.46				150,577.01					185,325.55			



CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	<i>Use for calculation purposes only</i>		
													Steps	11th	12th
10887	Info Sys Advisor 3	OR12	126,035.17				166,996.60					207,958.02			
07779	Info Sys Applications Analyst 1	OR04	63,823.33				73,394.32					82,965.30			
07780	Info Sys Applications Analyst 2	OR05	70,122.52				80,642.45					91,162.38			
07783	Info Sys Applications Analyst 3	OR06	77,082.64				90,572.11					104,061.58			
07784	Info Sys Applications Tech 1	OR02	54,708.27				62,914.31					71,120.34			
07785	Info Sys Applications Tech 2	OR03	57,958.26				66,650.53					75,342.80			
06918	Info Sys Communications Analyst 1	OR04	63,823.33				73,394.32					82,965.30			
07769	Info Sys Communications Analyst 2	OR05	70,122.52				80,642.45					91,162.38			
07265	Info Sys Communications Analyst 3	OR06	77,082.64				90,572.11					104,061.58			
07266	Info Sys Communications Tech 1	OR02	54,708.27				62,914.31					71,120.34			
06919	Info Sys Communications Tech 2	OR03	57,958.26				66,650.53					75,342.80			
10724	Info Sys Deputy Director	OR14	148,503.65				207,905.11					267,306.57			
07318	Info Sys Division Manager	OR12	126,035.17				166,996.60					207,958.02			
07782	Info Sys Manager	OR11	115,828.46				150,577.01					185,325.55			
10470	Info Sys Media Analyst 1	OR04	63,823.33				73,394.32					82,965.30			
10471	Info Sys Media Analyst 2	OR05	70,122.52				80,642.45					91,162.38			
10472	Info Sys Media Analyst 3	OR06	77,082.64				90,572.11					104,061.58			
10473	Info Sys Media Tech 1	OR02	54,708.27				62,914.31					71,120.34			
10474	Info Sys Media Tech 2	OR03	57,958.26				66,650.53					75,342.80			
10475	Info Sys Operations Analyst 1	OR04	63,823.33				73,394.32					82,965.30			
10476	Info Sys Operations Analyst 2	OR05	70,122.52				80,642.45					91,162.38			
10477	Info Sys Operations Analyst 3	OR06	77,082.64				90,572.11					104,061.58			
10478	Info Sys Operations Tech 1	OR02	54,708.27				62,914.31					71,120.34			
10479	Info Sys Operations Tech 2	OR03	57,958.26				66,650.53					75,342.80			
07744	Info Systems Asst Dir	OR13	136,241.88				183,926.52					231,611.16			
06581	Insurance Division Manager	OR09	98,019.10				122,523.87					147,028.63			
10554	Internal Audit Manager	OR11	115,828.46				150,577.01					185,325.55			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
10842	Internal Auditor - Principal	OR09	98,019.10				122,523.87					147,028.63			
10843	Internal Auditor - Senior	OR07	84,042.78				101,024.84					118,006.90			
10550	Internal Auditor 1	OR03	57,958.26				66,650.53					75,342.80			
10551	Internal Auditor 2	OR05	70,122.52				80,642.45					91,162.38			
07790	Judicial Assistant 1	JS02	60,443.36				69,509.88					78,576.39			
07791	Judicial Assistant 2	JS03	72,532.04				83,411.85					94,291.65			
07792	Judicial Clerk	JS01	57,958.26				66,650.53					75,342.80			
06559	Judicial Commissioner	OR11	115,828.46				150,577.01					185,325.55			
07233	Justice Info Sys Director	DP01	117,328.64				170,383.50					223,438.35			
11345	Juvenile Court Magistrate	OR11	115,828.46				150,577.01					185,325.55			
02867	Law Clerk	OR03	57,958.26				66,650.53					75,342.80			
02870	Legal Secretary 1	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
07322	Legal Secretary 2	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
02890	Librarian 1	OR03	57,958.26				66,650.53					75,342.80			
07323	Librarian 2	OR04	63,823.33				73,394.32					82,965.30			
06847	Library Administrator	OR09	98,019.10				122,523.87					147,028.63			
11183	Library Associate	OR01	50,646.98				58,243.83					65,840.67			
07793	Library Manager 1	OR05	70,122.52				80,642.45					91,162.38			
05300	Library Manager 2	OR06	77,082.64				90,572.11					104,061.58			
04855	Library Manager 3	OR07	84,042.78				101,024.84					118,006.90			
05070	Library Page	LP01	28,609.17	29,562.79	30,516.39	31,470.03	32,423.64	33,377.22	34,330.84	35,284.48	36,238.06	37,191.70	953.61	38,145.31	39,098.92
10846	Library Performing Artist	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
00280	Library Services Assistant Director	OR11	115,828.46				150,577.01					185,325.55			
01070	Library Services Director	DP02	158,912.10				238,368.15					317,824.20			
11334	Logistics Supervisor	TS05	52,634.67	54,213.70	55,840.12	57,515.33	59,240.78	61,018.01	62,848.54	64,734.00	66,676.02	68,676.30	3%	70,736.59	72,858.69
05910	Mail Clerk Carrier	ST05	41,796.21	43,062.72	44,329.23	45,595.75	46,862.28	48,128.80	49,395.33	50,661.84	51,928.36	53,194.87	1,266.52	54,461.39	55,727.91
07324	Maint & Repair District Supv	TS13	71,649.90	73,799.40	76,013.38	78,293.78	80,642.60	83,061.88	85,553.74	88,120.34	90,763.95	93,486.87	3%	96,291.48	99,180.22

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
07327	Maint & Repair Supv	TS10	63,811.34	65,725.68	67,697.46	69,728.38	71,820.23	73,974.84	76,194.07	78,479.90	80,834.29	83,259.32	3%	85,757.10	88,329.81
10847	Maintenance & Repair Leader	TL11	56,062.19	57,744.06	59,476.37	61,260.67	63,098.48	64,991.44	66,941.19	68,949.42	71,017.90	73,148.44	3%	75,342.89	77,603.18
10848	Maintenance & Repair Worker	TG07	41,905.06	43,162.22	44,457.08	45,790.79	47,164.52	48,579.45	50,036.83	51,537.94	53,084.08	54,676.61	3%	56,316.91	58,006.42
10849	Maintenance & Repair Worker Sr	TG09	46,524.77	47,920.53	49,358.14	50,838.88	52,364.05	53,934.97	55,553.02	57,219.60	58,936.20	60,704.28	3%	62,525.41	64,401.17
11184	Management & Budget Analyst	OR04	63,823.33				73,394.32					82,965.30			
11185	Management & Budget Analyst Sr	OR07	84,042.78				101,024.84					118,006.90			
10358	Manager of Fleet Operations	OR11	115,828.46				150,577.01					185,325.55			
03020	Masonry Worker	TG12	53,051.94	54,643.50	56,282.80	57,971.28	59,710.41	61,501.73	63,346.78	65,247.19	67,204.59	69,220.74	3%	71,297.36	73,436.28
10118	Master Technician	TG16	61,933.68	63,791.69	65,705.44	67,676.62	69,706.92	71,798.13	73,952.07	76,170.63	78,455.75	80,809.41	3%	83,233.69	85,730.70
03035	Mayor	MM	209,898.00												
10950	Mechanic Apprentice	TG11	50,876.21	52,402.50	53,974.58	55,593.81	57,261.62	58,979.47	60,748.85	62,571.32	64,448.47	66,381.92	3%	68,373.38	70,424.58
06912	Mechanical/Gas Inspection Chief	OR07	84,042.78				101,024.84					118,006.90			
06910	Mechanical/Gas Inspector 1	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
07331	Mechanical/Gas Inspector 2	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
03130	Metropolitan Attorney	DP02	158,912.10				238,368.15					317,824.20			
10530	Metropolitan Auditor	DP02	158,912.10				238,368.15					317,824.20			
03140	Metropolitan Clerk	DP01	117,328.64				170,383.50					223,438.35			
03160	Metropolitan Treasurer	OR13	136,241.88				183,926.52					231,611.16			
06738	Metropolitan Zoning Administrator	OR13	136,241.88				183,926.52					231,611.16			
06804	Museum Assistant Manager	OR03	57,958.26				66,650.53					75,342.80			
03190	Museum Coordinator	OR04	63,823.33				73,394.32					82,965.30			
07745	Museum Gift Shop Manager	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
06848	Museum Manager	OR05	70,122.52				80,642.45					91,162.38			
03180	Museum Specialist 1	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
03200	Museum Specialist 2	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
07334	Naturalist 1	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
07335	Naturalist 2	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
07336	Naturalist 3	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
07337	Nature Center Manager	OR05	70,122.52				80,642.45					91,162.38			
06771	Nutrition Site Coordinator	ST05	41,796.21	43,062.72	44,329.23	45,595.75	46,862.28	48,128.80	49,395.33	50,661.84	51,928.36	53,194.87	1,266.52	54,461.39	55,727.91
07746	Nutrition Site Monitor	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
11324	Office of Family Safety Assistant Director	OR11	115,828.46				150,577.01					185,325.55			
10802	Office of Family Safety Director	DP02	158,912.10				238,368.15					317,824.20			
10119	Office Support Manager	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
11040	Office Support Rep	ST05	41,796.21	43,062.72	44,329.23	45,595.75	46,862.28	48,128.80	49,395.33	50,661.84	51,928.36	53,194.87	1,266.52	54,461.39	55,727.91
11041	Office Support Rep Sr	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
10123	Office Support Specialist 1	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
10124	Office Support Specialist 2	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
10888	Operations Manager	OR09	98,019.10				122,523.87					147,028.63			
11186	Painter	TG11	50,876.21	52,402.50	53,974.58	55,593.81	57,261.62	58,979.47	60,748.85	62,571.32	64,448.47	66,381.92	3%	68,373.38	70,424.58
07343	Paralegal	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
06525	Park Police 1	PK01	64,553.36												
10127	Park Police 2	PK02	68,832.63	70,897.61	73,024.54	75,215.28	77,471.73	79,795.88	82,189.75	84,655.45	87,195.11	89,810.96	3%	92,505.29	95,280.45
06853	Park Police Lieutenant	PK04	87,727.85	90,359.68	93,070.47	95,862.59	98,738.47	101,700.63	104,751.65	107,894.20	111,131.02	114,464.95	3%	117,898.90	121,435.87
06526	Park Police Sergeant	PK03	75,799.65	78,073.64	80,415.85	82,828.32	85,313.18	87,872.57	90,508.76	93,224.02	96,020.74	98,901.36	3%	101,868.40	104,924.45
10951	Park Police Trainee	PK00	60,274.50												
06553	Parks & Recreation Assistant Director	OR13	136,241.88				183,926.52					231,611.16			
01610	Parks & Recreation Director	DP02	158,912.10				238,368.15					317,824.20			
06247	Parks & Recreation Superintendent	OR07	84,042.78				101,024.84					118,006.90			
07345	Parts Supervisor	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
11263	Payroll Analyst 1	OR04	63,823.33				73,394.32					82,965.30			
11264	Payroll Analyst 2	OR06	77,082.64				90,572.11					104,061.58			
11188	Payroll Manager	OR10	106,923.76				136,327.81					165,731.85			
11265	Payroll Specialist 1	OR01	50,646.98				58,243.83					65,840.67			

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													Steps	11th	12th
11266	Payroll Specialist 2	OR03	57,958.26				66,650.53					75,342.80			
04690	Photographer	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
06860	Planner 1	OR06	77,082.64				90,572.11					104,061.58			
06862	Planner 2	OR07	84,042.78				101,024.84					118,006.90			
06861	Planner 3	OR08	91,030.93				111,512.90					131,994.87			
10128	Planning Asst Exec Director - Operations	OR13	136,241.88				183,926.52					231,611.16			
10160	Planning Asst Exec Director - Project Mgt	OR13	136,241.88				183,926.52					231,611.16			
11119	Planning Deputy Executive Director	OR14	148,503.65				207,905.11					267,306.57			
01940	Planning Executive Director	DP02	158,912.10				238,368.15					317,824.20			
10129	Planning Manager 1	OR09	98,019.10				122,523.87					147,028.63			
06863	Planning Manager 2	OR10	106,923.76				136,327.81					165,731.85			
11346	Planning Technician	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
11347	Planning Technician Senior	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
07347	Plans Examiner 1	OR05	70,122.52				80,642.45					91,162.38			
04702	Plans Examiner 2	OR06	77,082.64				90,572.11					104,061.58			
06141	Plans Examiner Chief	OR07	84,042.78				101,024.84					118,006.90			
03610	Plumber	TG14	57,373.59	59,094.79	60,867.64	62,693.66	64,574.47	66,511.70	68,507.06	70,562.27	72,679.15	74,859.52	3%	77,105.31	79,418.46
06870	Plumbing Inspection Chief	OR07	84,042.78				101,024.84					118,006.90			
06868	Plumbing Inspector 1	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
07348	Plumbing Inspector 2	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
07797	Probation & Pretrial Services Director	OR09	98,019.10				122,523.87					147,028.63			
07375	Probation Officer 1	OR01	50,646.98				58,243.83					65,840.67			
04710	Probation Officer 2	OR03	57,958.26				66,650.53					75,342.80			
05495	Probation Officer 3	OR05	70,122.52				80,642.45					91,162.38			
01120	Probation Officer Chief	OR07	84,042.78				101,024.84					118,006.90			
11190	Procurement Officer	OR04	63,823.33				73,394.32					82,965.30			
11191	Procurement Officer Senior	OR06	77,082.64				90,572.11					104,061.58			

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													Steps	11th	12th
07753	Professional Specialist	OR04	63,823.33				73,394.32					82,965.30			
06034	Program Coord	OR02	54,708.27				62,914.31					71,120.34			
07376	Program Manager 1	OR04	63,823.33				73,394.32					82,965.30			
07377	Program Manager 2	OR05	70,122.52				80,642.45					91,162.38			
07379	Program Spec 2	OR01	50,646.98				58,243.83					65,840.67			
07380	Program Spec 3	OR03	57,958.26				66,650.53					75,342.80			
07381	Program Supv	OR03	57,958.26				66,650.53					75,342.80			
06542	Property Standards Inspections Chief	OR07	84,042.78				101,024.84					118,006.90			
06922	Property Standards Inspector 1	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
07422	Property Standards Inspector 2	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
03964	Public Defender	PD	202,130.00												
10132	Public Information Coordinator	OR06	77,082.64				90,572.11					104,061.58			
11267	Public Information Manager	OR09	98,019.10				122,523.87					147,028.63			
07384	Public Information Rep	OR04	63,823.33				73,394.32					82,965.30			
11192	Public Property Officer	OR13	136,241.88				183,926.52					231,611.16			
01650	Public Works Director	DP02	158,912.10				238,368.15					317,824.20			
04000	Purchasing Agent	OR13	136,241.88				183,926.52					231,611.16			
04036	Radio Engineer	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
01690	Recreation District Manager	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
06880	Recreation Leader	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
10850	Recreation Leader - Senior	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
07116	Recycling Coordinator	OR03	57,958.26				66,650.53					75,342.80			
07390	Research Analyst 1	OR04	63,823.33				73,394.32					82,965.30			
07391	Research Analyst 2	OR06	77,082.64				90,572.11					104,061.58			
11335	Risk and Compliance Manager	OR12	126,035.17				166,996.60					207,958.02			
11120	Safety Administrator	OR09	98,019.10				122,523.87					147,028.63			
06133	Safety Coordinator	OR07	84,042.78				101,024.84					118,006.90			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
11193	Safety Inspector	OR04	63,823.33				73,394.32					82,965.30			
11194	Safety Specialist	OR06	77,082.64				90,572.11					104,061.58			
07397	Sanitation Supv	TS10	63,811.34	65,725.68	67,697.46	69,728.38	71,820.23	73,974.84	76,194.07	78,479.90	80,834.29	83,259.32	3%	85,757.10	88,329.81
04160	Sanitation Worker	TG07	41,905.06	43,162.22	44,457.08	45,790.79	47,164.52	48,579.45	50,036.83	51,537.94	53,084.08	54,676.61	3%	56,316.91	58,006.42
10855	Security Guard	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
07399	Security Officer 1 – Gen. Sess. Court	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
10135	Security Officer 2 – Gen. Sess. Court	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
07798	Security Officer Coordinator	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
11336	Service and Security Officer 1	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
11337	Service and Security Officer 2	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
06891	Service Rep 1	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
10163	Service Rep 2	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
10856	Service Writer	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
11197	Short Term Rental Inspection Chief	OR07	84,042.78				101,024.84					118,006.90			
11198	Short Term Rental Inspector	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
07402	Signal Tech 1	TG13	55,138.25	56,792.40	58,496.17	60,251.07	62,058.59	63,920.34	65,837.96	67,813.10	69,847.49	71,942.92	3%	74,101.21	76,324.24
04930	Signal Tech 2	TG15	59,668.52	61,458.58	63,302.34	65,201.41	67,157.45	69,172.17	71,247.34	73,384.76	75,586.31	77,853.90	3%	80,189.52	82,595.20
04810	Signal Tech 3	TL16	68,013.78	70,054.19	72,155.81	74,320.49	76,550.10	78,846.61	81,212.01	83,648.38	86,157.82	88,742.54	3%	91,404.82	94,146.96
04910	Signal Technician Supervisor	TS14	75,315.86	77,575.34	79,902.61	82,299.68	84,768.67	87,311.73	89,931.09	92,629.02	95,407.90	98,270.14	3%	101,218.24	104,254.79
11268	Skilled Craft Leader	TL13	60,860.70	62,686.52	64,567.12	66,504.13	68,499.26	70,554.22	72,670.86	74,850.98	77,096.52	79,409.41	3%	81,791.69	84,245.44
11199	Skilled Craft Worker	TG13	55,138.25	56,792.40	58,496.17	60,251.07	62,058.59	63,920.34	65,837.96	67,813.10	69,847.49	71,942.92	3%	74,101.21	76,324.24
00385	Social Services Assistant Director	OR11	115,828.46				150,577.01					185,325.55			
01680	Social Services Director	DP02	158,912.10				238,368.15					317,824.20			
01820	Social Work Associate	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
07405	Social Work Technician	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
10853	Social Worker	OR02	54,708.27				62,914.31					71,120.34			
10854	Social Worker Senior	OR03	57,958.26				66,650.53					75,342.80			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
05945	Special Assistant to the Director	OR07	84,042.78				101,024.84					118,006.90			
05923	Special Programs Coord	OR03	57,958.26				66,650.53					75,342.80			
07762	Special Projects Manager	OR11	115,828.46				150,577.01					185,325.55			
00220	Specialized Skills Instructor	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
06892	Specialized Skills Supervisor	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
06180	Stores Manager	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
06539	Stores Supervisor	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
10889	Technical Services Administrator	OR07	84,042.78				101,024.84					118,006.90			
10890	Technical Services Manager	OR09	98,019.10				122,523.87					147,028.63			
07756	Technical Specialist 1	OR04	63,823.33				73,394.32					82,965.30			
07757	Technical Specialist 2	OR06	77,082.64				90,572.11					104,061.58			
06454	Traffic Safety & Alcohol Education Coord	OR09	98,019.10				122,523.87					147,028.63			
11269	Transportation Administrator	OR08	91,030.93				111,512.90					131,994.87			
11270	Transportation Assistant Director	OR13	136,241.88				183,926.52					231,611.16			
11122	Transportation Chief Engineer	OR13	136,241.88				183,926.52					231,611.16			
11121	Transportation Director	DP02	158,912.10				238,368.15					317,824.20			
11272	Transportation Superintendent	OR07	84,042.78				101,024.84					118,006.90			
11200	Treasury Analyst	OR04	63,823.33				73,394.32					82,965.30			
11201	Treasury Analyst Senior	OR06	77,082.64				90,572.11					104,061.58			
07415	Treatment Plant Assistant Manager	OR07	84,042.78				101,024.84					118,006.90			
07416	Treatment Plant Manager	OR09	98,019.10				122,523.87					147,028.63			
06188	Treatment Plant Shift Operator	TS13	71,649.90	73,799.40	76,013.38	78,293.78	80,642.60	83,061.88	85,553.74	88,120.34	90,763.95	93,486.87	3%	96,291.48	99,180.22
07803	Treatment Plant Shift Supv	TS16	85,121.52	87,675.17	90,305.44	93,014.59	95,805.03	98,679.18	101,639.56	104,688.74	107,829.40	111,064.28	3%	114,396.21	117,828.09
06537	Treatment Plant Supt	OR10	106,923.76				136,327.81					165,731.85			
06229	Treatment Plant Technician 1	TG11	50,876.21	52,402.50	53,974.58	55,593.81	57,261.62	58,979.47	60,748.85	62,571.32	64,448.47	66,381.92	3%	68,373.38	70,424.58
06186	Treatment Plant Technician 2	TG14	57,373.59	59,094.79	60,867.64	62,693.66	64,574.47	66,511.70	68,507.06	70,562.27	72,679.15	74,859.52	3%	77,105.31	79,418.46
07802	Treatment Plant Technician 3	TL14	63,245.06	65,142.42	67,096.68	69,109.59	71,182.87	73,318.36	75,517.90	77,783.45	80,116.95	82,520.46	3%	84,996.07	87,545.96



CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
06902	Urban Forester	OR04	63,823.33				73,394.32					82,965.30			
10952	Utility Account Specialist 1	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
10953	Utility Account Specialist 2	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
10954	Utility Account Specialist 3	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
10957	Utility Compliance Inspector 1	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
10955	Utility Compliance Inspector 2	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
10941	Utility Compliance Inspector 3	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
11273	Utility Customer Care Agent 1	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
11274	Utility Customer Care Agent 2	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
11275	Utility Customer Care Agent 3	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
10956	Utility Data Technician 1	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
10958	Utility Data Technician 2	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
10959	Utility Data Technician 3	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
10960	Utility Engineering Technician	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
10961	Utility Engineering Technician Senior	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
10962	Utility Environ. Compliance Officer 1	OR02	54,708.27				62,914.31					71,120.34			
10963	Utility Environ. Compliance Officer 2	OR04	63,823.33				73,394.32					82,965.30			
10964	Utility Environ. Compliance Officer 3	OR06	77,082.64				90,572.11					104,061.58			
10965	Utility Equipment Operator	TG10	48,581.26	50,038.70	51,539.85	53,086.05	54,678.63	56,319.00	58,008.57	59,748.82	61,541.29	63,387.52	3%	65,289.15	67,247.82
10966	Utility Equipment Operator Senior	TG12	53,051.94	54,643.50	56,282.80	57,971.28	59,710.41	61,501.73	63,346.78	65,247.19	67,204.59	69,220.74	3%	71,297.36	73,436.28
10967	Utility Equipment Operator Specialist	TG14	57,373.59	59,094.79	60,867.64	62,693.66	64,574.47	66,511.70	68,507.06	70,562.27	72,679.15	74,859.52	3%	77,105.31	79,418.46
10969	Utility Field Technician 1	TG09	46,524.77	47,920.53	49,358.14	50,838.88	52,364.05	53,934.97	55,553.02	57,219.60	58,936.20	60,704.28	3%	62,525.41	64,401.17
10970	Utility Field Technician 2	TG10	48,581.26	50,038.70	51,539.85	53,086.05	54,678.63	56,319.00	58,008.57	59,748.82	61,541.29	63,387.52	3%	65,289.15	67,247.82
10971	Utility Field Technician 3	TL11	56,062.19	57,744.06	59,476.37	61,260.67	63,098.48	64,991.44	66,941.19	68,949.42	71,017.90	73,148.44	3%	75,342.89	77,603.18
10972	Utility Maintenance Specialist 1	TL09	51,114.64	52,648.08	54,227.52	55,854.34	57,529.97	59,255.86	61,033.53	62,864.55	64,750.49	66,693.01	3%	68,693.80	70,754.61
10973	Utility Maintenance Specialist 2	TL11	56,062.19	57,744.06	59,476.37	61,260.67	63,098.48	64,991.44	66,941.19	68,949.42	71,017.90	73,148.44	3%	75,342.89	77,603.18
10974	Utility Maintenance Specialist 3	TL13	60,860.70	62,686.52	64,567.12	66,504.13	68,499.26	70,554.22	72,670.86	74,850.98	77,096.52	79,409.41	3%	81,791.69	84,245.44

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
10977	Utility Maintenance Technician	TG07	41,905.06	43,162.22	44,457.08	45,790.79	47,164.52	48,579.45	50,036.83	51,537.94	53,084.08	54,676.61	3%	56,316.91	58,006.42
10978	Utility Maintenance Technician Senior	TG09	46,524.77	47,920.53	49,358.14	50,838.88	52,364.05	53,934.97	55,553.02	57,219.60	58,936.20	60,704.28	3%	62,525.41	64,401.17
11209	Utility Technical Specialist	OR04	63,823.33				73,394.32					82,965.30			
10985	Utility Technician	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
10990	Utility Water Quality Analyst 1	OR02	54,708.27				62,914.31					71,120.34			
10991	Utility Water Quality Analyst 2	OR04	63,823.33				73,394.32					82,965.30			
10992	Utility Water Quality Analyst 3	OR06	77,082.64				90,572.11					104,061.58			
07760	Van Driver	TG07	41,905.06	43,162.22	44,457.08	45,790.79	47,164.52	48,579.45	50,036.83	51,537.94	53,084.08	54,676.61	3%	56,316.91	58,006.42
05740	Veterans Service Officer	OR02	54,708.27				62,914.31					71,120.34			
10993	Veterans Service Officer Senior	OR04	63,823.33				73,394.32					82,965.30			
11123	Veterans Service Supervisor	OR06	77,082.64				90,572.11					104,061.58			
05754	Vice Mayor	VM	27,977.00												
10891	Victim Advocate 1	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
10892	Victim Advocate 2	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
07419	Warrant Officer 1	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
05340	Warrant Officer 2	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
10484	Waste Management Supervisor	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
11341	Waste Services Assistant Director	OR13	136,241.88				183,926.52					231,611.16			
11342	Waste Services Director	DP02	158,912.10				238,368.15					317,824.20			
11204	Water Maintenance Supervisor 1	TS10	63,811.34	65,725.68	67,697.46	69,728.38	71,820.23	73,974.84	76,194.07	78,479.90	80,834.29	83,259.32	3%	85,757.10	88,329.81
11205	Water Maintenance Supervisor 2	TS14	75,315.86	77,575.34	79,902.61	82,299.68	84,768.67	87,311.73	89,931.09	92,629.02	95,407.90	98,270.14	3%	101,218.24	104,254.79
11086	Water Quality Supervisor	OR07	84,042.78				101,024.84					118,006.90			
07420	Water Services Assistant Director	OR13	136,241.88				183,926.52					231,611.16			
11206	Water Services Assistant Manager	OR07	84,042.78				101,024.84					118,006.90			
01670	Water Services Director	DP02	158,912.10				238,368.15					317,824.20			
11207	Water Services Manager	OR09	98,019.10				122,523.87					147,028.63			
10486	Water Services Security Manager	OR07	84,042.78				101,024.84					118,006.90			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
11208	Water Services Superintendent	TS16	85,121.52	87,675.17	90,305.44	93,014.59	95,805.03	98,679.18	101,639.56	104,688.74	107,829.40	111,064.28	3%	114,396.21	117,828.09
11105	Workforce Diversity Manager	OR10	106,923.76				136,327.81					165,731.85			
11338	Youth Case Manager 1	OR01	50,646.98				58,243.83					65,840.67			
11339	Youth Case Manager 2	OR03	57,958.26				66,650.53					75,342.80			
11340	Youth Case Manager 3	OR05	70,122.52				80,642.45					91,162.38			
07230	Zoning Examination Chief	OR07	84,042.78				101,024.84					118,006.90			
11348	Zoning Examiner 1	OR05	70,122.52				80,642.45					91,162.38			
11343	Zoning Examiner 2	OR06	77,082.64				90,572.11					104,061.58			

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	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
10863	Administrative Services Division Manager	OR09	98,019.10				122,523.87					147,028.63			
07242	Administrative Services Manager	OR07	84,042.78				101,024.84					118,006.90			
07243	Administrative Services Officer 2	OR01	50,646.98				58,243.83					65,840.67			
07244	Administrative Services Officer 3	OR03	57,958.26				66,650.53					75,342.80			
07245	Administrative Services Officer 4	OR05	70,122.52				80,642.45					91,162.38			
07720	Administrative Specialist	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
11172	Advanced Emergency Medical Technician	FD03	62,579.95	64,457.35	66,391.07	68,382.81	70,434.29	72,547.32	74,723.74	76,965.45	79,274.42	81,652.65	3%	84,102.23	86,625.30
10100	Application Technician 1	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
10102	Application Technician 2	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
10103	Application Technician 3	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
07174	Armorer	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
10947	Associate Administrator – Police & Fire	OR13	136,241.88				183,926.52					231,611.16			
11252	Behavioral Health Services Coordinator	OR07	84,042.78				101,024.84					118,006.90			
07175	Behavioral Health Services Manager	OR09	98,019.10				122,523.87					147,028.63			
10881	Breathing Apparatus Technician	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
01770	Building & Grounds Electrician	TG15	59,668.52	61,458.58	63,302.34	65,201.41	67,157.45	69,172.17	71,247.34	73,384.76	75,586.31	77,853.90	3%	80,189.52	82,595.20
01780	Building & Grounds Lead Electrician	TL15	65,659.24	67,629.00	69,657.87	71,747.60	73,900.02	76,117.03	78,400.54	80,752.56	83,175.13	85,670.38	3%	88,240.49	90,887.71
02230	Building Maint Lead Mechanic	TL15	65,659.24	67,629.00	69,657.87	71,747.60	73,900.02	76,117.03	78,400.54	80,752.56	83,175.13	85,670.38	3%	88,240.49	90,887.71
07255	Building Maint Leader	TG08	44,140.41	45,464.62	46,828.55	48,233.41	49,680.40	51,170.82	52,705.94	54,287.13	55,915.74	57,593.20	3%	59,321.00	61,100.63
02220	Building Maint Mechanic	TG13	55,138.25	56,792.40	58,496.17	60,251.07	62,058.59	63,920.34	65,837.96	67,813.10	69,847.49	71,942.92	3%	74,101.21	76,324.24
07257	Building Maint Worker	TG07	41,905.06	43,162.22	44,457.08	45,790.79	47,164.52	48,579.45	50,036.83	51,537.94	53,084.08	54,676.61	3%	56,316.91	58,006.42
01302	Computer Operations Shift Supervisor	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
10714	Crime Lab Asst Dir/Quality Assurance Mgr	OR08	91,030.93				111,512.90					131,994.87			
11253	Crime Lab DNA Technical Lead	OR08	91,030.93				111,512.90					131,994.87			
10718	Crime Lab Evidence Receiving Supervisor	OR04	63,823.33				73,394.32					82,965.30			
10719	Crime Lab Evidence Receiving Technician	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
10720	Crime Lab Forensic Scientist 1	OR04	63,823.33				73,394.32					82,965.30			
10721	Crime Lab Forensic Scientist 2	OR05	70,122.52				80,642.45					91,162.38			
10722	Crime Lab Forensic Scientist 3	OR06	77,082.64				90,572.11					104,061.58			
11258	Crime Lab Forensic Scientist 4	OR07	84,042.78				101,024.84					118,006.90			
10716	Crime Lab Forensic Supervisor	OR08	91,030.93				111,512.90					131,994.87			
10723	Crime Lab Forensic Technician	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
10717	Crime Lab Information Technology Mgr	OR08	91,030.93				111,512.90					131,994.87			
10715	Crime Laboratory Business Manager	OR08	91,030.93				111,512.90					131,994.87			
10713	Crime Laboratory Director	OR10	106,923.76				136,327.81					165,731.85			
11036	Crime Scene Investigator 1	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
11037	Crime Scene Investigator 2	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
11046	Crime Scene Investigator 3	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
11327	Criminal Intelligence Analyst 1	OR04	63,823.33				73,394.32					82,965.30			
11328	Criminal Intelligence Analyst 2	OR06	77,082.64				90,572.11					104,061.58			
11330	Criminal Intelligence Manager	OR10	106,923.76				136,327.81					165,731.85			
11329	Criminal Intelligence Supervisor	OR08	91,030.93				111,512.90					131,994.87			
10832	Custodian	TG07	41,905.06	43,162.22	44,457.08	45,790.79	47,164.52	48,579.45	50,036.83	51,537.94	53,084.08	54,676.61	3%	56,316.91	58,006.42
07288	Data Production Control Specialist	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
10940	EMS Captain - Paramedic	FD07	85,820.97	88,395.59	91,047.46	93,778.88	96,592.25	99,490.01	102,474.70	105,548.94	108,715.41	111,976.87	3%	115,336.18	118,796.26
11038	Equipment & Supply Clerk	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
11039	Equipment & Supply Clerk Senior	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
10354	Executive Administrator - Police/Fire	OR11	115,828.46				150,577.01					185,325.55			
07722	Executive Assistant To Chief - Police/Fire	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
10108	Finance Administrator	OR08	91,030.93				111,512.90					131,994.87			
06232	Finance Manager	OR10	106,923.76				136,327.81					165,731.85			
11177	Finance Officer	OR04	63,823.33				73,394.32					82,965.30			
11178	Finance Officer Senior	OR06	77,082.64				90,572.11					104,061.58			

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													Steps	11th	12th
10153	Finance Specialist	OR05	70,122.52				80,642.45					91,162.38			
10839	Fire Arson Investigator	FD06	80,637.18	83,056.29	85,547.98	88,114.42	90,757.85	93,480.58	96,285.00	99,173.55	102,148.76	105,213.22	3%	108,369.62	111,620.71
00430	Fire Assistant Chief	FD10	116,304.58	119,793.72	123,387.53	127,089.16	130,901.84	134,828.89	138,873.75	143,039.96	147,331.15	151,751.09	3%	156,303.62	160,992.73
07305	Fire Captain	FD07	85,820.97	88,395.59	91,047.46	93,778.88	96,592.25	99,490.01	102,474.70	105,548.94	108,715.41	111,976.87	3%	115,336.18	118,796.26
01045	Fire Chief	DP02	158,912.10				238,368.15					317,824.20			
10712	Fire Commander	FD11	126,392.98				157,991.23					189,589.47			
07306	Fire Deputy Chief	FD12	139,032.29				184,217.78					229,403.26			
01686	Fire District Chief	FD09	103,843.38	106,958.68	110,167.44	113,472.47	116,876.64	120,382.93	123,994.42	127,714.25	131,545.67	135,492.04	3%	139,556.80	143,743.51
07307	Fire Engineer	FD05	76,119.45	78,403.03	80,755.13	83,177.78	85,673.11	88,243.30	90,890.60	93,617.32	96,425.84	99,318.61	3%	102,298.17	105,367.11
07308	Fire Fighter 1	FD02	59,853.12												
07309	Fire Fighter 2	FD03	62,579.95	64,457.35	66,391.07	68,382.81	70,434.29	72,547.32	74,723.74	76,965.45	79,274.42	81,652.65	3%	84,102.23	86,625.30
07777	Fire Fighter 3	FD04	69,123.04	71,196.73	73,332.63	75,532.60	77,798.58	80,132.54	82,536.52	85,012.62	87,563.00	90,189.89	3%	92,895.59	95,682.45
10112	Fire Fighter/Paramedic	FD04	69,123.04	71,196.73	73,332.63	75,532.60	77,798.58	80,132.54	82,536.52	85,012.62	87,563.00	90,189.89	3%	92,895.59	95,682.45
07310	Fire Inspector 1	FD03	62,579.95	64,457.35	66,391.07	68,382.81	70,434.29	72,547.32	74,723.74	76,965.45	79,274.42	81,652.65	3%	84,102.23	86,625.30
02534	Fire Inspector 2	FD05	76,119.45	78,403.03	80,755.13	83,177.78	85,673.11	88,243.30	90,890.60	93,617.32	96,425.84	99,318.61	3%	102,298.17	105,367.11
11047	Fire Inspector 2- FTO	FD06	80,637.18	83,056.29	85,547.98	88,114.42	90,757.85	93,480.58	96,285.00	99,173.55	102,148.76	105,213.22	3%	108,369.62	111,620.71
06834	Fire Instructor	FD07	85,820.97	88,395.59	91,047.46	93,778.88	96,592.25	99,490.01	102,474.70	105,548.94	108,715.41	111,976.87	3%	115,336.18	118,796.26
11179	Fire Logistics & Inventory Clerk	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
05973	Fire Maint Supv	TS14	75,315.86	77,575.34	79,902.61	82,299.68	84,768.67	87,311.73	89,931.09	92,629.02	95,407.90	98,270.14	3%	101,218.24	104,254.79
10840	Fire Maintenance Worker	TG15	59,668.52	61,458.58	63,302.34	65,201.41	67,157.45	69,172.17	71,247.34	73,384.76	75,586.31	77,853.90	3%	80,189.52	82,595.20
03015	Fire Marshal	FD10	116,304.58	119,793.72	123,387.53	127,089.16	130,901.84	134,828.89	138,873.75	143,039.96	147,331.15	151,751.09	3%	156,303.62	160,992.73
01495	Fire Marshal - Assistant	FD07	85,820.97	88,395.59	91,047.46	93,778.88	96,592.25	99,490.01	102,474.70	105,548.94	108,715.41	111,976.87	3%	115,336.18	118,796.26
00440	Fire Marshal - Deputy	FD08	94,403.07	97,235.16	100,152.22	103,156.79	106,251.50	109,439.04	112,722.22	116,103.88	119,587.00	123,174.62	3%	126,869.86	130,675.95
11087	Fire Operations Chief	FD10	116,304.58	119,793.72	123,387.53	127,089.16	130,901.84	134,828.89	138,873.75	143,039.96	147,331.15	151,751.09	3%	156,303.62	160,992.73
10884	Fire Plans Examiner 1	OR05	70,122.52				80,642.45					91,162.38			
10885	Fire Plans Examiner 2	OR06	77,082.64				90,572.11					104,061.58			
04055	Fire Recruit	FD01	57,096.93												

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													Steps	11th	12th
10711	Fire Services Deputy Director	FD12	139,032.29				184,217.78					229,403.26			
10113	Firearms and Toolmarking Examiner	OR07	84,042.78				101,024.84					118,006.90			
11332	Helicopter Mechanic	TG17	64,411.03	66,343.36	68,333.67	70,383.67	72,495.19	74,670.04	76,910.15	79,217.44	81,593.97	84,041.80	3%	86,563.05	89,159.95
11331	Helicopter Maintenance Supervisor	TS15	79,935.54	82,333.61	84,803.61	87,347.72	89,968.14	92,667.18	95,447.20	98,310.61	101,259.92	104,297.72	3%	107,426.65	110,649.45
10886	Helicopter Pilot	OR06	77,082.64				90,572.11					104,061.58			
07346	Human Resources Administrator	OR08	91,030.93				111,512.90					131,994.87			
11180	Human Resources Analyst	OR04	63,823.33				73,394.32					82,965.30			
11181	Human Resources Analyst Senior	OR06	77,082.64				90,572.11					104,061.58			
06531	Human Resources Manager	OR10	106,923.76				136,327.81					165,731.85			
07234	Info Sys Advisor 1	OR09	98,019.10				122,523.87					147,028.63			
07407	Info Sys Advisor 2	OR11	115,828.46				150,577.01					185,325.55			
10887	Info Sys Advisor 3	OR12	126,035.17				166,996.60					207,958.02			
07779	Info Sys Applications Analyst 1	OR04	63,823.33				73,394.32					82,965.30			
07780	Info Sys Applications Analyst 2	OR05	70,122.52				80,642.45					91,162.38			
07783	Info Sys Applications Analyst 3	OR06	77,082.64				90,572.11					104,061.58			
07784	Info Sys Applications Tech 1	OR02	54,708.27				62,914.31					71,120.34			
07785	Info Sys Applications Tech 2	OR03	57,958.26				66,650.53					75,342.80			
06918	Info Sys Communications Analyst 1	OR04	63,823.33				73,394.32					82,965.30			
07769	Info Sys Communications Analyst 2	OR05	70,122.52				80,642.45					91,162.38			
07265	Info Sys Communications Analyst 3	OR06	77,082.64				90,572.11					104,061.58			
07266	Info Sys Communications Tech 1	OR02	54,708.27				62,914.31					71,120.34			
06919	Info Sys Communications Tech 2	OR03	57,958.26				66,650.53					75,342.80			
07318	Info Sys Division Manager	OR12	126,035.17				166,996.60					207,958.02			
07782	Info Sys Manager	OR11	115,828.46				150,577.01					185,325.55			
10470	Info Sys Media Analyst 1	OR04	63,823.33				73,394.32					82,965.30			
10471	Info Sys Media Analyst 2	OR05	70,122.52				80,642.45					91,162.38			
10472	Info Sys Media Analyst 3	OR06	77,082.64				90,572.11					104,061.58			

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10473	Info Sys Media Tech 1	OR02	54,708.27				62,914.31					71,120.34			
10474	Info Sys Media Tech 2	OR03	57,958.26				66,650.53					75,342.80			
10475	Info Sys Operations Analyst 1	OR04	63,823.33				73,394.32					82,965.30			
10476	Info Sys Operations Analyst 2	OR05	70,122.52				80,642.45					91,162.38			
10477	Info Sys Operations Analyst 3	OR06	77,082.64				90,572.11					104,061.58			
10478	Info Sys Operations Tech 1	OR02	54,708.27				62,914.31					71,120.34			
10479	Info Sys Operations Tech 2	OR03	57,958.26				66,650.53					75,342.80			
02870	Legal Secretary 1	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
07322	Legal Secretary 2	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
10119	Office Support Manager	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
11040	Office Support Rep	ST05	41,796.21	43,062.72	44,329.23	45,595.75	46,862.28	48,128.80	49,395.33	50,661.84	51,928.36	53,194.87	1,266.52	54,461.39	55,727.91
11041	Office Support Rep Sr	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
10123	Office Support Specialist 1	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
10124	Office Support Specialist 2	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
07343	Paralegal	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
11187	Paramedic	FD05	76,119.45	78,403.03	80,755.13	83,177.78	85,673.11	88,243.30	90,890.60	93,617.32	96,425.84	99,318.61	3%	102,298.17	105,367.11
11344	Police Assistant Chief	PS10	153,574.53				207,305.79					261,037.04			
00956	Police Captain	PS07	121,064.46	124,696.38	128,437.28	132,290.39	136,259.10	140,346.88	144,557.29	148,894.00	153,360.82	157,961.65	3%	162,700.50	167,581.51
01110	Police Chief	DP02	158,912.10				238,368.15					317,824.20			
07702	Police Commander	PS08	126,392.98				157,991.23					189,589.47			
06882	Police Crisis Counseling Supervisor	OR05	70,122.52				80,642.45					91,162.38			
10851	Police Crisis Counselor	OR04	63,823.33				73,394.32					82,965.30			
10154	Police Deputy Chief	PS09	139,032.29				184,217.78					229,403.26			
07349	Police Executive Assistant	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
07351	Police Graphics Specialist	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
07353	Police Identification Specialist 1	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
07354	Police Identification Specialist 2	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05



CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
07176	Police Information Services Administrator	OR11	115,828.46				150,577.01					185,325.55			
06871	Police Intern	ST05	41,796.21	43,062.72	44,329.23	45,595.75	46,862.28	48,128.80	49,395.33	50,661.84	51,928.36	53,194.87	1,266.52	54,461.39	55,727.91
07355	Police Lieutenant	PS06	105,273.44	108,431.64	111,684.59	115,035.13	118,486.18	122,040.77	125,701.99	129,473.05	133,357.24	137,357.96	3%	141,478.70	145,723.06
06872	Police Officer 1	PS02	64,553.36												
07356	Police Officer 2	PS03	68,832.63	70,897.61	73,024.54	75,215.28	77,471.73	79,795.88	82,189.75	84,655.45	87,195.11	89,810.96	3%	92,505.29	95,280.45
07357	Police Officer 2 – Field Training Officer	PS04	75,799.65	78,073.64	80,415.85	82,828.32	85,313.18	87,872.57	90,508.76	93,224.02	96,020.74	98,901.36	3%	101,868.40	104,924.45
07794	Police Officer 3	PS04	75,799.65	78,073.64	80,415.85	82,828.32	85,313.18	87,872.57	90,508.76	93,224.02	96,020.74	98,901.36	3%	101,868.40	104,924.45
03257	Police Officer Trainee	PS01	60,274.50												
07358	Police Operations Analyst 1	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
07178	Police Operations Analyst 2	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
07365	Police Operations Coordinator 1	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
07364	Police Operations Coordinator 2	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
07361	Police Operations Supervisor	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
07751	Police Security Guard 1	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
07752	Police Security Guard 2	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
07366	Police Sergeant	PS05	87,727.85	90,359.68	93,070.47	95,862.59	98,738.47	101,700.63	104,751.65	107,894.20	111,131.02	114,464.95	3%	117,898.90	121,435.87
11189	Police Support Technician	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
07753	Professional Specialist	OR04	63,823.33				73,394.32					82,965.30			
07376	Program Manager 1	OR04	63,823.33				73,394.32					82,965.30			
07377	Program Manager 2	OR05	70,122.52				80,642.45					91,162.38			
10132	Public Information Coordinator	OR06	77,082.64				90,572.11					104,061.58			
11267	Public Information Manager	OR09	98,019.10				122,523.87					147,028.63			
07384	Public Information Rep	OR04	63,823.33				73,394.32					82,965.30			
07390	Research Analyst 1	OR04	63,823.33				73,394.32					82,965.30			
07391	Research Analyst 2	OR06	77,082.64				90,572.11					104,061.58			
10134	Research Manager – Police	OR07	84,042.78				101,024.84					118,006.90			
06133	Safety Coordinator	OR07	84,042.78				101,024.84					118,006.90			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
11193	Safety Inspector	OR04	63,823.33				73,394.32					82,965.30			
03445	School Crossing Guard	SP01	19.84				22.82					25.80			
03447	School Crossing Guard Supv	SS01	22.82				26.24					29.67			
10855	Security Guard	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
10853	Social Worker	OR02	54,708.27				62,914.31					71,120.34			
10854	Social Worker Senior	OR03	57,958.26				66,650.53					75,342.80			
05945	Special Assistant to the Director	OR07	84,042.78				101,024.84					118,006.90			
07762	Special Projects Manager	OR11	115,828.46				150,577.01					185,325.55			
00220	Specialized Skills Instructor	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
06180	Stores Manager	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
06539	Stores Supervisor	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
07756	Technical Specialist 1	OR04	63,823.33				73,394.32					82,965.30			
07757	Technical Specialist 2	OR06	77,082.64				90,572.11					104,061.58			

Class#	Title	Grade	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
10392	Administrative Asst - Health	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
10642	Administrative Spec - Health	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
11245	Animal Care & Control Admin Assistant	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
10777	Animal Care & Control Admin Supervisor	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
10779	Animal Care & Control Kennel Assistant 1	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
10780	Animal Care & Control Kennel Assistant 2	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
10781	Animal Care & Control Kennel Assistant 3	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
10775	Animal Care & Control Lic Vet Tech	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
10548	Animal Care & Control Manager	OR09	98,019.10				122,523.87					147,028.63			
10774	Animal Care & Control Office Asst	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
11243	Animal Care & Control Office Support Spec	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
10782	Animal Care & Control Officer 1	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
10783	Animal Care & Control Officer 2	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
10784	Animal Care & Control Officer 3	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
10786	Animal Care & Control Officer Supervisor	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
10776	Animal Care & Control Prog Coord	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
11244	Animal Care & Control Prog Coord - Animal Behav.	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
10778	Animal Care & Control Shelter Vet	OR10	106,923.76				136,327.81					165,731.85			
11157	Animal Care & Control Shelter Vet Assistant	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
11221	Animal Care Supervisor	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
06678	Assistant To The Director	OR09	98,019.10				122,523.87					147,028.63			
10367	Audiologist	OR05	70,122.52				80,642.45					91,162.38			
10386	Bureau Director 1	OR12	126,035.17				166,996.60					207,958.02			
11049	Bureau Director 2	HD03	161,868.95				214,476.37					267,083.79			
01080	Chief Medical Director	NS													
06567	Communicable Disease Investigator	OR01	50,646.98				58,243.83					65,840.67			
06466	Courier	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
11006	Cultural/Linguistics Program Supervisor	OR05	70,122.52				80,642.45					91,162.38			
11213	Custodian - Health	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
01461	Dental Assistant 1	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
05989	Dental Assistant 2	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12

Class#	Title	Grade	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
01463	Dental Hygienist 1 (100%)	OR03	57,958.26				66,650.53					75,342.80			
01463	Dental Hygienist 1 (71%)	OR03	41,150.36				47,321.88					53,493.39			
01464	Dental Hygienist 2	OR04	63,823.33				73,394.32					82,965.30			
10899	Dental Services Manager	HD02	155,928.81				206,605.68					257,282.55			
10900	Dentist	HD01	148,503.64				196,767.32					245,031.00			
10180	Deputy Director Health	OR13	136,241.88				183,926.52					231,611.16			
11165	Engineer 1 - Health	OR07	84,042.78				101,024.84					118,006.90			
11166	Engineer 2 - Health	OR08	91,030.93				111,512.90					131,994.87			
11167	Engineer 3 - Health	OR10	106,923.76				136,327.81					165,731.85			
11164	Engineer in Training - Health	OR06	77,082.64				90,572.11					104,061.58			
00513	Environmental Assistant	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
11214	Environmental Health Specialist	OR03	57,958.26				66,650.53					75,342.80			
11215	Environmental Health Specialist Senior	OR04	63,823.33				73,394.32					82,965.30			
10905	Epidemiologist 1	OR07	84,042.78				101,024.84					118,006.90			
10906	Epidemiologist 2	OR08	91,030.93				111,512.90					131,994.87			
11038	Equipment & Supply Clerk	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
11039	Equipment & Supply Clerk Senior	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
10623	Facilities Maintenance Leader	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
10556	Facilities Maintenance Specialist	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
10928	Facilities Maintenance Technician	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
10729	Facilities Services Manager - Health	OR06	77,082.64				90,572.11					104,061.58			
10108	Finance Administrator	OR08	91,030.93				111,512.90					131,994.87			
06232	Finance Manager	OR10	106,923.76				136,327.81					165,731.85			
11177	Finance Officer	OR04	63,823.33				73,394.32					82,965.30			
11178	Finance Officer Senior	OR06	77,082.64				90,572.11					104,061.58			
10153	Finance Specialist	OR05	70,122.52				80,642.45					91,162.38			
10742	Health Manager 1	OR05	70,122.52				80,642.45					91,162.38			
10743	Health Manager 2	OR07	84,042.78				101,024.84					118,006.90			
10744	Health Manager 3	OR09	98,019.10				122,523.87					147,028.63			
07346	Human Resources Administrator	OR08	91,030.93				111,512.90					131,994.87			
11180	Human Resources Analyst	OR04	63,823.33				73,394.32					82,965.30			

Class#	Title	Grade	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
11181	Human Resources Analyst Senior	OR06	77,082.64				90,572.11					104,061.58			
11242	Human Resources Manager - Health	OR10	106,923.76				136,327.81					165,731.85			
07234	Info Sys Advisor 1	OR08	91,030.93				111,512.90					131,994.87			
07407	Info Sys Advisor 2	OR10	106,923.76				136,327.81					165,731.85			
07779	Info Sys Applications Analyst 1	OR04	63,823.33				73,394.32					82,965.30			
07780	Info Sys Applications Analyst 2	OR05	70,122.52				80,642.45					91,162.38			
07783	Info Sys Applications Analyst 3	OR06	77,082.64				90,572.11					104,061.58			
07784	Info Sys Applications Technician 1	OR02	54,708.27				62,914.31					71,120.34			
07785	Info Sys Applications Technician 2	OR03	57,958.26				66,650.53					75,342.80			
07318	Info Sys Division Manager	OR11	115,828.46				150,577.01					185,325.55			
07782	Info Sys Manager	OR10	106,923.76				136,327.81					165,731.85			
06641	Interpreter 1	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
10387	Interpreter 2	ST10	57,958.26	59,889.88	61,821.50	63,753.11	65,684.73	67,616.33	69,547.95	71,479.55	73,411.18	75,342.80	1,931.61	77,274.41	79,206.02
11007	Interpreter 3	OR04	63,823.33				73,394.32					82,965.30			
06482	Inventory Control Supervisor	ST11	63,823.33	65,950.22	68,077.11	70,203.98	72,330.88	74,457.75	76,584.63	78,711.53	80,838.40	82,965.30	2,126.88	85,092.18	87,219.06
07424	Medical Doctor	HD03	161,868.95				214,476.37					267,083.79			
07024	Medical Services Director	HD04	169,962.42				225,200.20					280,437.97			
10904	Nutrition Educator	OR01	50,646.98				58,243.83					65,840.67			
03237	Nutritionist 1	OR02	54,708.27				62,914.31					71,120.34			
03238	Nutritionist 2	OR03	57,958.26				66,650.53					75,342.80			
10643	Nutritionist 3	OR04	63,823.33				73,394.32					82,965.30			
10644	Nutritionist 4	OR05	70,122.52				80,642.45					91,162.38			
11040	Office Support Representative	ST05	41,796.21	43,062.72	44,329.23	45,595.75	46,862.28	48,128.80	49,395.33	50,661.84	51,928.36	53,194.87	1,266.52	54,461.39	55,727.91
11041	Office Support Representative Senior	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
10123	Office Support Specialist 1	ST07	44,122.33	45,593.05	47,063.76	48,534.47	50,005.18	51,475.86	52,946.59	54,417.30	55,887.99	57,358.70	1,470.71	58,829.41	60,300.12
10124	Office Support Specialist 2	ST08	48,115.96	49,719.81	51,323.62	52,927.46	54,531.28	56,135.09	57,738.92	59,342.73	60,946.56	62,550.37	1,603.84	64,154.21	65,758.05
06485	Outreach Worker	ST06	42,411.83	43,779.93	45,148.04	46,516.12	47,884.18	49,252.29	50,620.39	51,988.46	53,356.54	54,724.61	1,368.09	56,092.70	57,460.79
03459	Pharmacist	OR10	106,923.76				136,327.81					165,731.85			
10345	Printing Equip Operator - Health	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
07753	Professional Specialist	OR04	63,823.33				73,394.32					82,965.30			
06034	Program Coordinator	OR02	54,708.27				62,914.31					71,120.34			

Class#	Title	Grade	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
07379	Program Specialist 2	OR01	50,646.98				58,243.83					65,840.67			
07380	Program Specialist 3	OR03	57,958.26				66,650.53					75,342.80			
07381	Program Supervisor	OR03	57,958.26				66,650.53					75,342.80			
11081	Public Health Administrator 1	OR05	70,122.52				80,642.45					91,162.38			
11082	Public Health Administrator 2	OR07	84,042.78				101,024.84					118,006.90			
11083	Public Health Administrator 3	OR09	98,019.10				122,523.87					147,028.63			
06251	Public Health LPN	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96
10758	Public Health Nurse 1 (100%)	OR05	70,122.52	72,226.19	74,329.87	76,433.55	80,642.43					91,162.38			
			Diploma	Associate	Bachelor	Master									
10758	Public Health Nurse 1 (71%)	OR05	49,786.98	51,280.60	52,774.21	54,267.82	57,256.13					64,725.29			
			Diploma	Associate	Bachelor	Master									
10759	Public Health Nurse 2	OR06	77,082.64				90,572.11					104,061.58			
10760	Public Health Nurse 3	OR07	84,042.78				101,024.84					118,006.90			
10761	Public Health Nurse 4	OR10	106,923.76				136,327.81					165,731.85			
06489	Public Hlth Nurse Practitioner	OR10	106,923.76				136,327.81					165,731.85			
10336	Records Management Analyst	OR01	50,646.98				58,243.83					65,840.67			
07390	Research Analyst 1	OR04	63,823.33				73,394.32					82,965.30			
07391	Research Analyst 2	OR06	77,082.64				90,572.11					104,061.58			
10330	Security Guard - Health	ST09	52,471.07	54,220.06	55,969.06	57,718.03	59,467.04	61,216.02	62,965.01	64,713.99	66,462.98	68,211.98	1,748.99	69,960.97	71,709.96

RESOLUTION NO. RS2017-720

A resolution providing longevity pay for employees of The Metropolitan Government of Nashville and Davidson County, including employees of the Board of Health.

WHEREAS, for many years employees of the Metropolitan Government have received longevity pay for continuous service to the government; and

WHEREAS, such reward 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. RS2001-642 this compensation has been paid to employees on the eighth working day of December of each year; and

WHEREAS, it has been determined that receiving this compensation prior to Thanksgiving would be beneficial to employees in making plans for the upcoming holidays; and

WHEREAS, changing the payment date necessitates moving back the date an employee must be in an active pay status in order to qualify for longevity pay; and

WHEREAS, moving back the date an employee must be in an active pay status could result in some employees being delayed from qualifying for longevity pay or from qualifying at a particular level; and

WHEREAS, the intent of changing the payment date for longevity pay is to benefit the employees and not penalize them; and

WHEREAS, this potential resulting penalty can be resolved by shortening the service time requirement by one month for each level of longevity pay; and

WHEREAS, the civil service commissions for the general employees of the Metropolitan Government, the Police and Fire Departments, and the employees of the Health Department have approved and recommend these changes.

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 employees based on length of continuous service with the Metropolitan Government.

\$110.00 beginning at the end of the 4 years and 11 months  
\$192.50 beginning at the end of the 5 years and 11 months  
\$275.00 beginning at the end of the 6 years and 11 months  
\$357.50 beginning at the end of the 7 years and 11 months  
\$440.00 beginning at the end of the 8 years and 11 months  
\$522.50 beginning at the end of the 9 years and 11 months  
\$577.50 beginning at the end of the 10 years and 11 months  
\$632.50 beginning at the end of the 11 years and 11 months  
\$687.50 beginning at the end of the 12 years and 11 months  
\$742.50 beginning at the end of the 13 years and 11 months  
\$797.50 beginning at the end of the 14 years and 11 months  
\$825.00 beginning at the end of the 15 years and 11 months  
\$852.50 beginning at the end of the 16 years and 11 months  
\$880.00 beginning at the end of the 17 years and 11 months  
\$907.50 beginning at the end of the 18 years and 11 months  
\$935.00 beginning at the end of the 19 years and 11 months

SECTION 2: The longevity pay shall be paid in a single payment, payable by the 15<sup>th</sup> day of November 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:

(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 October 31 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 October 31<sup>st</sup> 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 October 31. Part-time employees shall be entitled to a year's accumulated service time for each 2080 hours worked.

SECTION 11: Employees who, as of October 31 of any given year, have (1) retired, either on a service or disability pension since the prior November 1, or (2) who are on leave without pay on October 31, and any of which would otherwise been entitled to longevity pay had they been on an active pay status as of October 31, shall be entitled to a prorated payment from the prior November 1 to the day of separation.

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 November 1 until October 31.

SECTION 13: Metropolitan County Council Resolution No. RS2001-642, and any amendments thereto, upon the adoption of this Resolution, shall be of no effect, but employees shall be paid under Resolution No. RS2001-642, as it may have been amended, until the effective date of this Resolution.

SECTION 14: This Resolution shall take effect from and after its passage, the welfare of the Metropolitan Government of Nashville and Davidson County requiring it.

Sponsored by: Kathleen Murphy, John Cooper

#### **Legislative History**

Referred To: Budget & Finance Committee  
Personnel Committee  
Health, Hospitals and Social Services Committee  
Public Safety Committee  
Introduced: June 6, 2017  
Deferred: June 6, 2017  
Adopted: June 20, 2017  
Approved: June 21, 2017  
By: *Megan Barry*