

# Metropolitan Government of Nashville and Davidson County



*Photo Credit: Omar DeJesus, Human Resources Department*



## Pay Tables Effective 07/01/2023

- 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 2024 STANDARD RANGE PAY TABLE**

**EFFECTIVE 7/1/2023**

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	39,242.42	40,431.54	41,620.67	42,809.80	43,998.95	45,188.08	46,377.22	47,566.35	48,755.48	49,944.61	1,189.13	51,133.74	52,322.87
ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49

  

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 2024 OPEN RANGE PAY TABLE**

**EFFECTIVE 7/1/2023**

<b>GRADE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
OR01	48,699.02	56,003.69	63,308.34
OR02	52,604.11	60,494.51	68,384.94
OR03	55,729.10	64,087.06	72,445.00
OR04	61,368.59	70,571.46	79,774.33
OR05	67,425.50	77,540.80	87,656.13
OR06	74,117.92	87,088.56	100,059.21
OR07	80,810.37	97,139.27	113,468.17
OR08	87,529.74	107,223.93	126,918.14
OR09	94,249.13	117,811.41	141,373.68
OR10	102,811.31	131,084.42	159,357.55
OR11	111,373.52	144,785.58	178,197.64
OR12	121,187.66	160,573.64	199,959.63
OR13	131,001.81	176,852.41	222,703.04
OR14	142,791.97	199,908.76	257,025.55

Open Range

**FISCAL YEAR 2024 EMERGENCY TELECOMMUNICATIONS PAY TABLE**

**EFFECTIVE 7/1/2023**

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	46,265.35													
ET02	47,639.57	49,227.53	50,815.47	52,403.42	53,991.37	55,579.29	57,167.24	58,755.17	60,343.13	61,931.07	1,587.94	63,519.01	65,106.95	
ET03	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88	
ET04	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64	
ET05	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49	
ET06	74,117.92	76,586.05	79,054.18	81,522.31	83,990.44	86,458.57	88,926.70	91,394.83	93,862.96	96,331.09	2,468.13	98,799.22	101,267.35	
	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	87,529.74	107,223.94	126,918.14
ET08	111,373.52	144,785.58	178,197.64

Open Range

**FISCAL YEAR 2024 TRADES AND LABOR PAY TABLE**

**EFFECTIVE 7/1/2023**

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	40,293.33	41,502.13	42,747.19	44,029.61	45,350.50	46,711.01	48,112.34	49,555.71	51,042.38	52,573.66	3%	54,150.87	55,775.40
TG08	42,442.70	43,715.98	45,027.45	46,378.28	47,769.62	49,202.71	50,678.79	52,199.16	53,765.13	55,378.08	3%	57,039.42	58,750.61
TG09	44,735.36	46,077.43	47,459.75	48,883.54	50,350.05	51,860.55	53,416.37	55,018.85	56,669.42	58,369.50	3%	60,120.59	61,924.20
TG10	46,712.75	48,114.13	49,557.55	51,044.28	52,575.61	54,152.88	55,777.47	57,450.79	59,174.32	60,949.54	3%	62,778.03	64,661.37
TG11	48,919.43	50,387.02	51,898.63	53,455.59	55,059.25	56,711.03	58,412.36	60,164.73	61,969.68	63,828.77	3%	65,743.63	67,715.94
TG12	51,011.48	52,541.83	54,118.08	55,741.62	57,413.86	59,136.28	60,910.37	62,737.68	64,619.80	66,558.40	3%	68,555.15	70,611.81
TG13	53,017.55	54,608.08	56,246.32	57,933.72	59,671.72	61,461.87	63,305.73	65,204.90	67,161.05	69,175.88	3%	71,251.16	73,388.69
TG14	55,166.91	56,821.91	58,526.58	60,282.37	62,090.84	63,953.56	65,872.17	67,848.34	69,883.80	71,980.31	3%	74,139.72	76,363.91
TG15	57,373.58	59,094.79	60,867.63	62,693.66	64,574.47	66,511.70	68,507.06	70,562.27	72,679.14	74,859.52	3%	77,105.31	79,418.46
TG16	59,551.62	61,338.16	63,178.31	65,073.67	67,025.88	69,036.66	71,107.76	73,240.99	75,438.22	77,701.36	3%	80,032.40	82,433.37
TG17	61,933.68	63,791.69	65,705.45	67,676.61	69,706.91	71,798.12	73,952.07	76,170.62	78,455.74	80,809.42	3%	83,233.70	85,730.71
TL07	44,276.81	45,605.12	46,973.27	48,382.47	49,833.95	51,328.96	52,868.84	54,454.90	56,088.55	57,771.21	3%	59,504.35	61,289.48
TL08	46,712.75	48,114.13	49,557.55	51,044.28	52,575.61	54,152.88	55,777.47	57,450.79	59,174.32	60,949.54	3%	62,778.03	64,661.37
TL09	49,148.69	50,623.15	52,141.85	53,706.10	55,317.28	56,976.79	58,686.09	60,446.68	62,260.09	64,127.89	3%	66,051.73	68,033.28
TL10	51,384.02	52,925.55	54,513.31	56,148.71	57,833.17	59,568.16	61,355.21	63,195.86	65,091.74	67,044.49	3%	69,055.82	71,127.50
TL11	53,905.95	55,523.13	57,188.82	58,904.49	60,671.62	62,491.77	64,366.53	66,297.52	68,286.44	70,335.04	3%	72,445.09	74,618.44
TL12	56,141.26	57,825.50	59,560.27	61,347.08	63,187.49	65,083.12	67,035.62	69,046.68	71,118.08	73,251.63	3%	75,449.18	77,712.65
TL13	58,519.90	60,275.50	62,083.77	63,946.28	65,864.67	67,840.60	69,875.83	71,972.10	74,131.27	76,355.20	3%	78,645.86	81,005.23
TL14	60,812.56	62,636.94	64,516.04	66,451.53	68,445.07	70,498.42	72,613.37	74,791.78	77,035.53	79,346.60	3%	81,727.00	84,178.81
TL15	63,133.88	65,027.88	66,978.72	68,988.08	71,057.71	73,189.45	75,385.13	77,646.69	79,976.09	82,375.37	3%	84,846.63	87,392.03
TL16	65,397.87	67,359.80	69,380.59	71,462.01	73,605.87	75,814.05	78,088.47	80,431.13	82,844.06	85,329.37	3%	87,889.25	90,525.93
TL17	68,013.78	70,054.19	72,155.82	74,320.50	76,550.12	78,846.62	81,212.02	83,648.37	86,157.83	88,742.56	3%	91,404.84	94,146.98

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 2024 TRADES AND LABOR PAY TABLE**

**EFFECTIVE 7/1/2023**

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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	44,104.88	45,428.03	46,790.87	48,194.60	49,640.44	51,129.65	52,663.55	54,243.45	55,870.76	57,546.88	3%	59,273.29	61,051.48
TS03	46,483.48	47,877.98	49,314.33	50,793.76	52,317.57	53,887.10	55,503.72	57,168.83	58,883.90	60,650.42	3%	62,469.93	64,344.03
TS04	48,518.21	49,973.76	51,472.97	53,017.16	54,607.68	56,245.91	57,933.29	59,671.29	61,461.43	63,305.27	3%	65,204.43	67,160.56
TS05	50,610.26	52,128.56	53,692.42	55,303.20	56,962.29	58,671.16	60,431.29	62,244.23	64,111.56	66,034.90	3%	68,015.95	70,056.43
TS06	52,816.93	54,401.44	56,033.48	57,714.48	59,445.91	61,229.29	63,066.16	64,958.15	66,906.89	68,914.10	3%	70,981.52	73,110.97
TS07	55,052.26	56,703.83	58,404.95	60,157.10	61,961.81	63,820.67	65,735.30	67,707.35	69,738.58	71,830.73	3%	73,985.65	76,205.22
TS08	57,001.02	58,711.06	60,472.39	62,286.55	64,155.15	66,079.81	68,062.20	70,104.06	72,207.19	74,373.41	3%	76,604.61	78,902.75
TS09	59,322.33	61,102.00	62,935.06	64,823.11	66,767.81	68,770.85	70,833.97	72,958.99	75,147.77	77,402.20	3%	79,724.27	82,115.99
TS10	61,357.06	63,197.77	65,093.71	67,046.52	69,057.91	71,129.65	73,263.53	75,461.44	77,725.28	80,057.04	3%	82,458.75	84,932.51
TS11	63,707.03	65,618.24	67,586.79	69,614.39	71,702.82	73,853.91	76,069.53	78,351.62	80,702.17	83,123.23	3%	85,616.93	88,185.43
TS12	65,827.73	67,802.56	69,836.64	71,931.74	74,089.69	76,312.38	78,601.75	80,959.80	83,388.60	85,890.25	3%	88,466.96	91,120.97
TS13	68,894.13	70,960.96	73,089.79	75,282.48	77,540.96	79,867.19	82,263.21	84,731.10	87,273.03	89,891.22	3%	92,587.96	95,365.60
TS14	72,419.10	74,591.67	76,829.43	79,134.31	81,508.34	83,953.59	86,472.20	89,066.37	91,738.37	94,490.52	3%	97,325.24	100,244.99
TS15	76,861.10	79,166.93	81,541.93	83,988.19	86,507.83	89,103.06	91,776.15	94,529.43	97,365.31	100,286.27	3%	103,294.86	106,393.70
TS16	81,847.62	84,303.05	86,832.15	89,437.11	92,120.22	94,883.83	97,730.35	100,662.25	103,682.12	106,792.58	3%	109,996.36	113,296.25
TS17	85,121.53	87,675.18	90,305.43	93,014.59	95,805.03	98,679.17	101,639.55	104,688.74	107,829.40	111,064.29	3%	114,396.22	117,828.11

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 2024 FIRE PAY TABLE**

**EFFECTIVE 7/1/2023**

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	54,900.89													
FD02	57,551.08													
FD03	60,173.03	61,978.22	63,837.57	65,752.70	67,725.28	69,757.04	71,849.75	74,005.24	76,225.40	78,512.16	3%	80,867.52	83,293.55	
FD04	66,464.46	68,458.39	70,512.14	72,627.50	74,806.33	77,050.52	79,362.04	81,742.90	84,195.19	86,721.05	3%	89,322.68	92,002.36	
FD05	73,191.78	75,387.53	77,649.16	79,978.63	82,377.99	84,849.33	87,394.81	90,016.65	92,717.15	95,498.66	3%	98,363.62	101,314.53	
FD06	77,535.75	79,861.82	82,257.67	84,725.40	87,267.16	89,885.17	92,581.73	95,359.18	98,219.96	101,166.56	3%	104,201.56	107,327.60	
FD07	82,520.16	84,995.76	87,545.63	90,172.00	92,877.16	95,663.47	98,533.37	101,489.37	104,534.05	107,670.07	3%	110,900.17	114,227.18	
FD08	90,772.18	93,495.35	96,300.21	99,189.22	102,164.90	105,229.85	108,386.75	111,638.35	114,987.50	118,437.13	3%	121,990.24	125,649.95	
FD09	99,849.40	102,844.88	105,930.23	109,108.14	112,381.38	115,752.82	119,225.40	122,802.16	126,486.22	130,280.81	3%	134,189.23	138,214.91	
FD10	111,831.33	115,186.27	118,641.86	122,201.12	125,867.15	129,643.16	133,532.45	137,538.42	141,664.57	145,914.51	3%	150,291.95	154,800.70	
	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	121,531.71	151,914.64	182,297.57
FD12	133,684.89	177,132.48	220,580.06
FD13	147,667.82	199,332.49	250,997.15
Open Range			

**FISCAL YEAR 2024 POLICE PAY TABLE**

**EFFECTIVE 7/1/2023**

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	54,900.89													
PS02	60,501.08													
PS03	66,185.22	68,170.78	70,215.90	72,322.38	74,492.05	76,726.81	79,028.61	81,399.47	83,841.45	86,356.69	3%	88,947.39	91,615.81	
PS04	72,884.28	75,070.81	77,322.93	79,642.62	82,031.90	84,492.86	87,027.65	89,638.48	92,327.63	95,097.46	3%	97,950.38	100,888.90	
PS05	84,353.70	86,884.31	89,490.84	92,175.57	94,940.84	97,789.07	100,722.74	103,744.42	106,856.75	110,062.45	3%	113,364.32	116,765.25	
PS06	101,224.46	104,261.19	107,389.03	110,610.70	113,929.02	117,346.89	120,867.30	124,493.32	128,228.12	132,074.96	3%	136,037.21	140,118.33	
PS07	116,408.13	119,900.37	123,497.38	127,202.30	131,018.37	134,948.92	138,997.39	143,167.31	147,462.33	151,886.20	3%	156,442.79	161,136.07	
	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	121,531.71	151,914.64	182,297.57
PS09	133,684.89	177,132.48	220,580.06
PS10	147,667.82	199,332.49	250,997.15
	Open Range		

FISCAL YEAR 2024 CORRECTIONAL OFFICER PAY TABLE

EFFECTIVE 7/1/2023

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	46,265.35													
CO01	50,452.95													
CO02	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64	
CO03	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49	
CO04	67,425.50	69,673.20	71,920.89	74,168.57	76,416.29	78,663.99	80,911.68	83,159.37	85,407.06	87,654.78	2,247.71	89,902.49	92,150.20	
	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 2024 PARK POLICE PAY TABLE**

**EFFECTIVE 7/1/2023**

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	54,900.89													
PK01	60,501.08													
PK02	66,185.22	68,170.78	70,215.90	72,322.38	74,492.05	76,726.81	79,028.61	81,399.47	83,841.45	86,356.69	3%	88,947.39	91,615.81	
PK03	72,884.28	75,070.81	77,322.93	79,642.62	82,031.90	84,492.86	87,027.65	89,638.48	92,327.63	95,097.46	3%	97,950.38	100,888.90	
PK04	84,353.70	86,884.31	89,490.84	92,175.57	94,940.84	97,789.07	100,722.74	103,744.42	106,856.75	110,062.45	3%	113,364.32	116,765.25	

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
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\* 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 2024 SPECIAL PAY TABLE**

**EFFECTIVE 7/1/2023**

				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>	
<b>COUNCIL MEMBER</b>				<b>Directors Pay</b>			
ANNUAL	CM	23,100.00		112,816.00	163,830.29	214,844.57	
		25,615.00	<i>effective September 2023</i>	152,800.10	229,200.14	305,600.19	
<b>METRO MAYOR</b>				<b>Judicial Services</b>			
ANNUAL	MM	180,000.00		55,729.10	64,087.06	72,445.00	
		209,898.00	<i>effective September 2023</i>	58,118.62	66,836.41	75,554.22	
<b>VICE MAYOR</b>				<b>Extension Service*</b>			
ANNUAL	VM	25,230.00		27,508.82	31,635.04	35,761.25	
		27,977.00	<i>effective September 2023</i>	29,998.72	34,498.41	38,998.09	
<b>PUBLIC DEFENDER</b>				AG03	40,200.79	47,073.67	51,871.67
ANNUAL	PD	202,130.00		AG04	42,425.32	48,788.96	55,152.60
				AG05	46,265.35	53,204.97	60,144.59
<b>BOARD OF EDUCATION MEMBER</b>				<b>Library Page</b>			
ANNUAL	BE	14,000.00		HOURLY LP01	13.23	15.21	17.19
				<b>School Patrol</b>			
				HOURLY SP01	19.08	21.94	24.80
				SS01	21.94	25.23	28.52

\* 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 2024 PART-TIME/SEASONAL PAY TABLE**

**EFFECTIVE 7/1/2023**

HOURLY

		<u>MIN</u>	<u>MAX</u>
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	

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
11044	311 Call Center Specialist	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
11045	311 Call Center Specialist Senior	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
11170	Accountant	OR04	61,368.59				70,571.46					79,774.33			
01050	Accountant Chief	OR13	131,001.81				176,852.41					222,703.04			
11171	Accountant Senior	OR06	74,117.92				87,088.56					100,059.21			
11249	Accounts Payable Specialist 1	OR01	48,699.02				56,003.69					63,308.34			
11250	Accounts Payable Specialist 2	OR03	55,729.10				64,087.06					72,445.00			
11251	Accounts Payable Specialist 3	OR04	61,368.59				70,571.46					79,774.33			
07241	Administrative Assistant	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
10863	Administrative Services Division Manager	OR09	94,249.13				117,811.41					141,373.68			
07242	Administrative Services Manager	OR07	80,810.37				97,139.27					113,468.17			
07243	Administrative Services Officer 2	OR01	48,699.02				56,003.69					63,308.34			
07244	Administrative Services Officer 3	OR03	55,729.10				64,087.06					72,445.00			
07245	Administrative Services Officer 4	OR05	67,425.50				77,540.80					87,656.13			
07720	Administrative Specialist	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
10100	Application Technician 1	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
10102	Application Technician 2	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
10103	Application Technician 3	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
02670	Appraiser 2	OR01	48,699.02				56,003.69					63,308.34			
07247	Appraiser 3	OR03	55,729.10				64,087.06					72,445.00			
04400	Appraiser 4	OR05	67,425.50				77,540.80					87,656.13			
07246	Appraiser Analyst 2	OR02	52,604.11				60,494.51					68,384.94			
06116	Appraiser Analyst 3	OR04	61,368.59				70,571.46					79,774.33			
10830	Appraiser Analyst 4	OR07	80,810.37				97,139.27					113,468.17			
11173	Apprentice	TG10	46,712.75	48,114.13	49,557.55	51,044.28	52,575.61	54,152.88	55,777.47	57,450.79	59,174.32	60,949.54	3%	62,778.03	64,661.37
06801	Aquatics Coordinator	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	<i>Use for calculation purposes only</i>		
													Steps	11th	12th
10831	Archives Associate	OR01	48,699.02				56,003.69					63,308.34			
06802	Archivist	OR05	67,425.50				77,540.80					87,656.13			
06650	Arts Commission Exec Director	DP01	112,816.00				163,830.29					214,844.57			
06524	Assessments Manager	OR09	94,249.13				117,811.41					141,373.68			
10943	Assistant Accountant Chief	OR11	111,373.52				144,785.58					178,197.64			
10942	Assistant Budget Officer	OR11	111,373.52				144,785.58					178,197.64			
10868	Assistant Metropolitan Attorney 1	OR07	80,810.37				97,139.27					113,468.17			
10869	Assistant Metropolitan Attorney 2	OR09	94,249.13				117,811.41					141,373.68			
10870	Assistant Metropolitan Attorney 3	OR11	111,373.52				144,785.58					178,197.64			
10871	Assistant Metropolitan Attorney 4	OR12	121,187.66				160,573.64					199,959.63			
10944	Assistant Metropolitan Treasurer	OR11	111,373.52				144,785.58					178,197.64			
10864	Assistant Public Defender 1	OR07	80,810.37				97,139.27					113,468.17			
10865	Assistant Public Defender 2	OR09	94,249.13				117,811.41					141,373.68			
10866	Assistant Public Defender 3	OR11	111,373.52				144,785.58					178,197.64			
10867	Assistant Public Defender 4	OR12	121,187.66				160,573.64					199,959.63			
10945	Assistant Public Property Officer	OR11	111,373.52				144,785.58					178,197.64			
10946	Assistant Purchasing Agent	OR11	111,373.52				144,785.58					178,197.64			
07192	Associate Metropolitan Attorney	OR13	131,001.81				176,852.41					222,703.04			
00480	Attorney 1	OR07	80,810.37				97,139.27					113,468.17			
00630	Attorney 2	OR09	94,249.13				117,811.41					141,373.68			
04674	Attorney 3	OR11	111,373.52				144,785.58					178,197.64			
11248	Attorney 4	OR12	121,187.66				160,573.64					199,959.63			
06715	Audio - Visual Specialist	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
02580	Auditing Manager	OR11	111,373.52				144,785.58					178,197.64			
00660	Auditorium Manager	DP01	112,816.00				163,830.29					214,844.57			



CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
00680	Automotive Mechanic	TG13	53,017.55	54,608.08	56,246.32	57,933.72	59,671.72	61,461.87	63,305.73	65,204.90	67,161.05	69,175.88	3%	71,251.16	73,388.69
00690	Automotive Mechanic Leader	TL14	60,812.56	62,636.94	64,516.04	66,451.53	68,445.07	70,498.42	72,613.37	74,791.78	77,035.53	79,346.60	3%	81,727.00	84,178.81
06081	Automotive Mechanic-Cert	TG14	55,166.91	56,821.91	58,526.58	60,282.37	62,090.84	63,953.56	65,872.17	67,848.34	69,883.80	71,980.31	3%	74,139.72	76,363.91
00700	Automotive Shop Supervisor	TS14	72,419.10	74,591.67	76,829.43	79,134.31	81,508.34	83,953.59	86,472.20	89,066.37	91,738.37	94,490.52	3%	97,325.24	100,244.99
06907	Beer Permit Board-Exec Director	DP01	112,816.00				163,830.29					214,844.57			
07251	Beer Permit Inspector 1	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
07723	Beer Permit Inspector 2	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
10872	Beer Permit Inspector 3	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
11252	Behavioral Health Services Coordinator	OR07	80,810.37				97,139.27					113,468.17			
10458	Board of Education Member	BE	14,000.00												
00800	Budget Officer	OR13	131,001.81				176,852.41					222,703.04			
01770	Building & Grounds Electrician	TG15	57,373.58	59,094.79	60,867.63	62,693.66	64,574.47	66,511.70	68,507.06	70,562.27	72,679.14	74,859.52	3%	77,105.31	79,418.46
01780	Building & Grounds Lead Electrician	TL15	63,133.88	65,027.88	66,978.72	68,988.08	71,057.71	73,189.45	75,385.13	77,646.69	79,976.09	82,375.37	3%	84,846.63	87,392.03
06811	Building Inspection Chief	OR07	80,810.37				97,139.27					113,468.17			
06810	Building Inspector 1	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
07254	Building Inspector 2	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
02230	Building Maint Lead Mechanic	TL15	63,133.88	65,027.88	66,978.72	68,988.08	71,057.71	73,189.45	75,385.13	77,646.69	79,976.09	82,375.37	3%	84,846.63	87,392.03
07255	Building Maint Leader	TG08	42,442.70	43,715.98	45,027.45	46,378.28	47,769.62	49,202.71	50,678.79	52,199.16	53,765.13	55,378.08	3%	57,039.42	58,750.61
02220	Building Maint Mechanic	TG13	53,017.55	54,608.08	56,246.32	57,933.72	59,671.72	61,461.87	63,305.73	65,204.90	67,161.05	69,175.88	3%	71,251.16	73,388.69
00842	Building Maint Superintendent	TS15	76,861.10	79,166.93	81,541.93	83,988.19	86,507.83	89,103.06	91,776.15	94,529.43	97,365.31	100,286.27	3%	103,294.86	106,393.70
07256	Building Maint Supervisor	TS13	68,894.13	70,960.96	73,089.79	75,282.48	77,540.96	79,867.19	82,263.21	84,731.10	87,273.03	89,891.22	3%	92,587.96	95,365.60
07257	Building Maint Worker	TG07	40,293.33	41,502.13	42,747.19	44,029.61	45,350.50	46,711.01	48,112.34	49,555.71	51,042.38	52,573.66	3%	54,150.87	55,775.40
06699	Business Development Officer	OR07	80,810.37				97,139.27					113,468.17			
07729	CAD/GIS Analyst 1	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
07730	CAD/GIS Analyst 2	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
11174	Carpenter	TG13	53,017.55	54,608.08	56,246.32	57,933.72	59,671.72	61,461.87	63,305.73	65,204.90	67,161.05	69,175.88	3%	71,251.16	73,388.69
11104	Chief Diversity Equity & Inclusion Officer	OR13	131,001.81				176,852.41					222,703.04			
07113	Chief Information Officer	DP02	152,800.10				229,200.14					305,600.19			
11034	Circulation Assistant	ST05	39,242.42	40,431.54	41,620.67	42,809.80	43,998.95	45,188.08	46,377.22	47,566.35	48,755.48	49,944.61	1,189.13	51,133.74	52,322.87
07768	Circulation Supervisor	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
06675	Claims Division Manager	OR07	80,810.37				97,139.27					113,468.17			
06674	Claims Rep 1	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
06673	Claims Rep 2	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
07081	Codes Administration Assistant Director	OR11	111,373.52				144,785.58					178,197.64			
01540	Codes Administration Director	DP02	152,800.10				229,200.14					305,600.19			
01290	Collections Officer	OR10	102,811.31				131,084.42					159,357.55			
11254	Collections Specialist 1	OR01	48,699.02				56,003.69					63,308.34			
11255	Collections Specialist 2	OR03	55,729.10				64,087.06					72,445.00			
11256	Collections Specialist 3	OR04	61,368.59				70,571.46					79,774.33			
11257	Collections Specialist 4	OR06	74,117.92				87,088.56					100,059.21			
10459	Combination Codes Inspector	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
11028	Comm Oversight Board Asst Exec Dir	OR09	94,249.13				117,811.41					141,373.68			
11027	Comm Oversight Board Exec Dir	DP01	112,816.00				163,830.29					214,844.57			
11029	Comm Oversight Board Legal Advisor	OR10	102,811.31				131,084.42					159,357.55			
07731	Compliance Inspector 1	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
07732	Compliance Inspector 2	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
07733	Compliance Inspector 3	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
11175	Compliance Monitor	OR04	61,368.59				70,571.46					79,774.33			
11176	Compliance Monitor Senior	OR07	80,810.37				97,139.27					113,468.17			
01301	Computer Operations Scheduler	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
01302	Computer Operations Shift Supervisor	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
11035	Concessions Clerk	ST05	39,242.42	40,431.54	41,620.67	42,809.80	43,998.95	45,188.08	46,377.22	47,566.35	48,755.48	49,944.61	1,189.13	51,133.74	52,322.87
07734	Contract Administrator	OR09	94,249.13				117,811.41					141,373.68			
06982	Correctional Officer 1	CO01	50,452.95												
06981	Correctional Officer 2	CO02	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
07145	Correctional Officer Lieutenant	CO04	67,425.50	69,673.20	71,920.89	74,168.57	76,416.29	78,663.99	80,911.68	83,159.37	85,407.06	87,654.78	2,247.71	89,902.49	92,150.20
06690	Correctional Officer Sergeant	CO03	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
10879	Correctional Officer Trainee	CO00	46,265.35												
01334	Council Member <i>*pay effective Sept 2023</i>	CM	25,615.00												
01339	Court Administrator	OR11	111,373.52				144,785.58					178,197.64			
01340	Court Clerk	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
07279	Criminal Investigator	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
07206	Criminal Investigator Chief	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
07219	Criminal Justice Coordinator	OR07	80,810.37				97,139.27					113,468.17			
05450	Custodial Services Asst Supervisor	TS04	48,518.21	49,973.76	51,472.97	53,017.16	54,607.68	56,245.91	57,933.29	59,671.29	61,461.43	63,305.27	3%	65,204.43	67,160.56
05460	Custodial Services Supervisor	TS05	50,610.26	52,128.56	53,692.42	55,303.20	56,962.29	58,671.16	60,431.29	62,244.23	64,111.56	66,034.90	3%	68,015.95	70,056.43
10832	Custodian	TG07	40,293.33	41,502.13	42,747.19	44,029.61	45,350.50	46,711.01	48,112.34	49,555.71	51,042.38	52,573.66	3%	54,150.87	55,775.40
06233	Customer Service Assistant Manager	OR05	67,425.50				77,540.80					87,656.13			
10833	Customer Service Field Rep	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
10834	Customer Service Field Rep Senior	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
11203	Customer Service Field Specialist	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
00746	Customer Service Manager	OR09	94,249.13				117,811.41					141,373.68			
06598	Customer Service Supervisor	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
11259	Data Compliance Technician	OR03	55,729.10				64,087.06					72,445.00			
06817	Data Entry Programmer	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
07288	Data Production Control Specialist	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
10948	Deputy Director	OR13	131,001.81				176,852.41					222,703.04			
01496	Deputy Metropolitan Attorney	OR13	131,001.81				176,852.41					222,703.04			
07205	Deputy Public Defender	OR11	111,373.52				144,785.58					178,197.64			
06400	Development Coordinator	OR05	67,425.50				77,540.80					87,656.13			
06822	Electrical Inspection Chief	OR07	80,810.37				97,139.27					113,468.17			
06821	Electrical Inspector 1	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
07290	Electrical Inspector 2	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
10142	Emerg Communications Dir	DP02	152,800.10				229,200.14					305,600.19			
10414	Emergency Telecom Assistant Director	ET08	111,373.52				144,785.58					178,197.64			
10413	Emergency Telecom Manager	ET07	87,529.74				107,223.93					126,918.14			
10407	Emergency Telecom Officer 1	ET01	46,265.35												
10408	Emergency Telecom Officer 2	ET02	47,639.57	49,227.53	50,815.47	52,403.42	53,991.37	55,579.29	57,167.24	58,755.17	60,343.13	61,931.07	1,587.94	63,519.01	65,106.95
10409	Emergency Telecom Officer 3	ET03	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
10410	Emergency Telecom Officer 4	ET04	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
10412	Emergency Telecom Supervisor	ET06	74,117.92	76,586.05	79,054.18	81,522.31	83,990.44	86,458.57	88,926.70	91,394.83	93,862.96	96,331.09	2,468.13	98,799.22	101,267.35
10411	Emergency Telecom Trainer	ET05	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
07294	Engineer 1	OR07	80,810.37				97,139.27					113,468.17			
07295	Engineer 2	OR08	87,529.74				107,223.93					126,918.14			
06606	Engineer 3	OR10	102,811.31				131,084.42					159,357.55			
07296	Engineer In Training	OR06	74,117.92				87,088.56					100,059.21			
10835	Engineering Technician	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
10836	Engineering Technician Senior	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
11085	Environmental Compliance Supervisor	OR07	80,810.37				97,139.27					113,468.17			
03750	Environmental Laboratory Manager	OR08	87,529.74				107,223.93					126,918.14			

CLASS#	TITLE	GRADE											<i>Use for calculation purposes only</i>					
			1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Steps	11th	12th			
10468	Environmental Laboratory Superintendent	OR10	102,811.31					131,084.42							159,357.55			
11038	Equipment & Supply Clerk	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17			
11039	Equipment & Supply Clerk Senior	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88			
01872	Equipment Inventory Assistant 1	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17			
07301	Equipment Inventory Assistant 2	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88			
01880	Equipment Mechanic	TG14	55,166.91	56,821.91	58,526.58	60,282.37	62,090.84	63,953.56	65,872.17	67,848.34	69,883.80	71,980.31	3%	74,139.72	76,363.91			
07302	Equipment Mechanic - Certified	TG15	57,373.58	59,094.79	60,867.63	62,693.66	64,574.47	66,511.70	68,507.06	70,562.27	72,679.14	74,859.52	3%	77,105.31	79,418.46			
06825	Equipment Mechanic Leader	TL15	63,133.88	65,027.88	66,978.72	68,988.08	71,057.71	73,189.45	75,385.13	77,646.69	79,976.09	82,375.37	3%	84,846.63	87,392.03			
10837	Equipment Operator	TG10	46,712.75	48,114.13	49,557.55	51,044.28	52,575.61	54,152.88	55,777.47	57,450.79	59,174.32	60,949.54	3%	62,778.03	64,661.37			
10838	Equipment Operator Senior	TG12	51,011.48	52,541.83	54,118.08	55,741.62	57,413.86	59,136.28	60,910.37	62,737.68	64,619.80	66,558.40	3%	68,555.15	70,611.81			
10949	Equipment Operator Specialist	TG14	55,166.91	56,821.91	58,526.58	60,282.37	62,090.84	63,953.56	65,872.17	67,848.34	69,883.80	71,980.31	3%	74,139.72	76,363.91			
07304	Equipment Servicer	TG10	46,712.75	48,114.13	49,557.55	51,044.28	52,575.61	54,152.88	55,777.47	57,450.79	59,174.32	60,949.54	3%	62,778.03	64,661.37			
01920	Equipment Shop Supervisor	TS15	76,861.10	79,166.93	81,541.93	83,988.19	86,507.83	89,103.06	91,776.15	94,529.43	97,365.31	100,286.27	3%	103,294.86	106,393.70			
06075	Event Set Up Leader	TL09	49,148.69	50,623.15	52,141.85	53,706.10	55,317.28	56,976.79	58,686.09	60,446.68	62,260.09	64,127.89	3%	66,051.73	68,033.28			
05942	Exec. Secretary - Employee Benefit Board	DP02	152,800.10				229,200.14					305,600.19						
00240	Extension Agent 1	AG01	27,508.82				31,635.04					35,761.25						
02410	Extension Agent 2	AG02	29,998.72				34,498.41					38,998.09						
00090	Extension Agent 3	AG03	40,200.79				47,073.67					51,871.67						
11260	Extension Deputy Director	AG04	42,425.32				48,788.96					55,152.60						
01967	Extension Director	AG05	46,265.35				53,204.97					60,144.59						
06830	Facilities Manager	OR05	67,425.50				77,540.80					87,656.13						
07040	Facility Coordinator	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49			
10108	Finance Administrator	OR08	87,529.74				107,223.93					126,918.14						
06108	Finance Assistant Director	OR13	131,001.81				176,852.41					222,703.04						
07704	Finance Deputy Director	OR14	142,791.97				199,908.76					257,025.55						

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													Steps	11th	12th
01570	Finance Director	DP02	152,800.10				229,200.14					305,600.19			
06232	Finance Manager	OR10	102,811.31				131,084.42					159,357.55			
11177	Finance Officer	OR04	61,368.59				70,571.46					79,774.33			
11178	Finance Officer Senior	OR06	74,117.92				87,088.56					100,059.21			
10153	Finance Specialist	OR05	67,425.50				77,540.80					87,656.13			
10469	General Services Assistant Director	OR13	131,001.81				176,852.41					222,703.04			
01575	General Services Director	DP02	152,800.10				229,200.14					305,600.19			
07312	General Services Division Manager	OR09	94,249.13				117,811.41					141,373.68			
06968	Geographic Info Sys Manager	OR09	94,249.13				117,811.41					141,373.68			
00451	Golf Course Assistant Manager	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
02280	Golf Course Manager	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
10841	Greenskeeper	TS09	59,322.33	61,102.00	62,935.06	64,823.11	66,767.81	68,770.85	70,833.97	72,958.99	75,147.77	77,402.20	3%	79,724.27	82,115.99
06079	Group Care Worker	ST05	39,242.42	40,431.54	41,620.67	42,809.80	43,998.95	45,188.08	46,377.22	47,566.35	48,755.48	49,944.61	1,189.13	51,133.74	52,322.87
06080	Group Care Worker Senior	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
06123	Historic Preservationist 1	OR05	67,425.50				77,540.80					87,656.13			
07778	Historic Preservationist 2	OR06	74,117.92				87,088.56					100,059.21			
01945	Historical Commission Exec Director	DP01	112,816.00				163,830.29					214,844.57			
11261	Homeless Services Director	DP01	112,816.00				163,830.29					214,844.57			
07346	Human Resources Administrator	OR08	87,529.74				107,223.93					126,918.14			
11180	Human Resources Analyst	OR04	61,368.59				70,571.46					79,774.33			
11181	Human Resources Analyst Senior	OR06	74,117.92				87,088.56					100,059.21			
06004	Human Resources Asst Director	OR13	131,001.81				176,852.41					222,703.04			
01620	Human Resources Director	DP02	152,800.10				229,200.14					305,600.19			
06531	Human Resources Manager	OR10	102,811.31				131,084.42					159,357.55			
11182	Human Resources Specialist	OR07	80,810.37				97,139.27					113,468.17			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
06224	Indust Electrician 1	TG15	57,373.58	59,094.79	60,867.63	62,693.66	64,574.47	66,511.70	68,507.06	70,562.27	72,679.14	74,859.52	3%	77,105.31	79,418.46
06225	Indust Electrician 2	TL15	63,133.88	65,027.88	66,978.72	68,988.08	71,057.71	73,189.45	75,385.13	77,646.69	79,976.09	82,375.37	3%	84,846.63	87,392.03
06176	Indust Electronics Tech 1	TG16	59,551.62	61,338.16	63,178.31	65,073.67	67,025.88	69,036.66	71,107.76	73,240.99	75,438.22	77,701.36	3%	80,032.40	82,433.37
06195	Indust Electronics Tech 2	TL16	65,397.87	67,359.80	69,380.59	71,462.01	73,605.87	75,814.05	78,088.47	80,431.13	82,844.06	85,329.37	3%	87,889.25	90,525.93
11262	Indust Maint Manager	OR09	94,249.13				117,811.41					141,373.68			
07317	Indust Maint Supervisor 1	TS14	72,419.10	74,591.67	76,829.43	79,134.31	81,508.34	83,953.59	86,472.20	89,066.37	91,738.37	94,490.52	3%	97,325.24	100,244.99
07786	Indust Maint Supervisor 2	TS16	81,847.62	84,303.05	86,832.15	89,437.11	92,120.22	94,883.83	97,730.35	100,662.25	103,682.12	106,792.58	3%	109,996.36	113,296.25
06184	Indust Mechanic 1	TG14	55,166.91	56,821.91	58,526.58	60,282.37	62,090.84	63,953.56	65,872.17	67,848.34	69,883.80	71,980.31	3%	74,139.72	76,363.91
06178	Indust Mechanic 2	TL14	60,812.56	62,636.94	64,516.04	66,451.53	68,445.07	70,498.42	72,613.37	74,791.78	77,035.53	79,346.60	3%	81,727.00	84,178.81
07787	Indust Tech Master	TL17	68,013.78	70,054.19	72,155.82	74,320.50	76,550.12	78,846.62	81,212.02	83,648.37	86,157.83	88,742.56	3%	91,404.84	94,146.98
07234	Info Sys Advisor 1	OR08	87,529.74				107,223.93					126,918.14			
07407	Info Sys Advisor 2	OR10	102,811.31				131,084.42					159,357.55			
10887	Info Sys Advisor 3	OR11	111,373.52				144,785.58					178,197.64			
07779	Info Sys Applications Analyst 1	OR04	61,368.59				70,571.46					79,774.33			
07780	Info Sys Applications Analyst 2	OR05	67,425.50				77,540.80					87,656.13			
07783	Info Sys Applications Analyst 3	OR06	74,117.92				87,088.56					100,059.21			
07784	Info Sys Applications Tech 1	OR02	52,604.11				60,494.51					68,384.94			
07785	Info Sys Applications Tech 2	OR03	55,729.10				64,087.06					72,445.00			
07744	Info Sys Assistant Director	OR13	131,001.81				176,852.41					222,703.04			
06918	Info Sys Communications Analyst 1	OR04	61,368.59				70,571.46					79,774.33			
07769	Info Sys Communications Analyst 2	OR05	67,425.50				77,540.80					87,656.13			
07265	Info Sys Communications Analyst 3	OR06	74,117.92				87,088.56					100,059.21			
07266	Info Sys Communications Tech 1	OR02	52,604.11				60,494.51					68,384.94			
06919	Info Sys Communications Tech 2	OR03	55,729.10				64,087.06					72,445.00			
10724	Info Sys Deputy Director	OR13	131,001.81				176,852.41					222,703.04			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	<i>Use for calculation purposes only</i>		
													Steps	11th	12th
07318	Info Sys Division Manager	OR11	111,373.52				144,785.58					178,197.64			
07782	Info Sys Manager	OR10	102,811.31				131,084.42					159,357.55			
10470	Info Sys Media Analyst 1	OR04	61,368.59				70,571.46					79,774.33			
10471	Info Sys Media Analyst 2	OR05	67,425.50				77,540.80					87,656.13			
10472	Info Sys Media Analyst 3	OR06	74,117.92				87,088.56					100,059.21			
10473	Info Sys Media Tech 1	OR02	52,604.11				60,494.51					68,384.94			
10474	Info Sys Media Tech 2	OR03	55,729.10				64,087.06					72,445.00			
10475	Info Sys Operations Analyst 1	OR04	61,368.59				70,571.46					79,774.33			
10476	Info Sys Operations Analyst 2	OR05	67,425.50				77,540.80					87,656.13			
10477	Info Sys Operations Analyst 3	OR06	74,117.92				87,088.56					100,059.21			
10478	Info Sys Operations Tech 1	OR02	52,604.11				60,494.51					68,384.94			
10479	Info Sys Operations Tech 2	OR03	55,729.10				64,087.06					72,445.00			
06581	Insurance Division Manager	OR09	94,249.13				117,811.41					141,373.68			
10554	Internal Audit Manager	OR11	111,373.52				144,785.58					178,197.64			
10842	Internal Auditor - Principal	OR09	94,249.13				117,811.41					141,373.68			
10843	Internal Auditor - Senior	OR07	80,810.37				97,139.27					113,468.17			
10550	Internal Auditor 1	OR03	55,729.10				64,087.06					72,445.00			
10551	Internal Auditor 2	OR05	67,425.50				77,540.80					87,656.13			
07790	Judicial Assistant 1	JS02	58,118.62				66,836.41					75,554.22			
07791	Judicial Assistant 2	JS03	69,742.35				80,203.70					90,665.05			
07792	Judicial Clerk	JS01	55,729.10				64,087.06					72,445.00			
06559	Judicial Commissioner	OR11	111,373.52				144,785.58					178,197.64			
07233	Justice Info Sys Director	DP01	112,816.00				163,830.29					214,844.57			
10844	Juvenile Court Magistrate 1	OR07	80,810.37				97,139.27					113,468.17			
10845	Juvenile Court Magistrate 2	OR11	111,373.52				144,785.58					178,197.64			



CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
02867	Law Clerk	OR03	55,729.10				64,087.06					72,445.00			
02870	Legal Secretary 1	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
07322	Legal Secretary 2	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
02890	Librarian 1	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
07323	Librarian 2	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
06847	Library Administrator	OR09	94,249.13				117,811.41					141,373.68			
11183	Library Associate	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
07793	Library Manager 1	OR05	67,425.50				77,540.80					87,656.13			
05300	Library Manager 2	OR06	74,117.92				87,088.56					100,059.21			
04855	Library Manager 3	OR07	80,810.37				97,139.27					113,468.17			
05070	Library Page	LP01	27,508.82	28,425.76	29,342.68	30,259.64	31,176.58	32,093.48	33,010.42	33,927.38	34,844.29	35,761.25	916.93	36,678.18	37,595.11
10846	Library Performing Artist	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
00280	Library Services Assistant Director	OR11	111,373.52				144,785.58					178,197.64			
01070	Library Services Director	DP02	152,800.10				229,200.14					305,600.19			
05910	Mail Clerk Carrier	ST05	39,242.42	40,431.54	41,620.67	42,809.80	43,998.95	45,188.08	46,377.22	47,566.35	48,755.48	49,944.61	1,189.13	51,133.74	52,322.87
07324	Maint & Repair District Supervisor	TS13	68,894.13	70,960.96	73,089.79	75,282.48	77,540.96	79,867.19	82,263.21	84,731.10	87,273.03	89,891.22	3%	92,587.96	95,365.60
07327	Maint & Repair Supervisor	TS10	61,357.06	63,197.77	65,093.71	67,046.52	69,057.91	71,129.65	73,263.53	75,461.44	77,725.28	80,057.04	3%	82,458.75	84,932.51
10847	Maintenance & Repair Leader	TL11	53,905.95	55,523.13	57,188.82	58,904.49	60,671.62	62,491.77	64,366.53	66,297.52	68,286.44	70,335.04	3%	72,445.09	74,618.44
10848	Maintenance & Repair Worker	TG07	40,293.33	41,502.13	42,747.19	44,029.61	45,350.50	46,711.01	48,112.34	49,555.71	51,042.38	52,573.66	3%	54,150.87	55,775.40
10849	Maintenance & Repair Worker Senior	TG09	44,735.36	46,077.43	47,459.75	48,883.54	50,350.05	51,860.55	53,416.37	55,018.85	56,669.42	58,369.50	3%	60,120.59	61,924.20
11184	Management & Budget Analyst	OR04	61,368.59				70,571.46					79,774.33			
11185	Management & Budget Analyst Senior	OR07	80,810.37				97,139.27					113,468.17			
10358	Manager of Fleet Operations	OR11	111,373.52				144,785.58					178,197.64			
03020	Masonry Worker	TG12	51,011.48	52,541.83	54,118.08	55,741.62	57,413.86	59,136.28	60,910.37	62,737.68	64,619.80	66,558.40	3%	68,555.15	70,611.81
10118	Master Technician	TG16	59,551.62	61,338.16	63,178.31	65,073.67	67,025.88	69,036.66	71,107.76	73,240.99	75,438.22	77,701.36	3%	80,032.40	82,433.37

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only			
													Steps	11th	12th	
03035	Mayor <i>*pay effective Sept 2023</i>	MM	209,898.00													
10950	Mechanic Apprentice	TG11	48,919.43	50,387.02	51,898.63	53,455.59	55,059.25	56,711.03	58,412.36	60,164.73	61,969.68	63,828.77	3%	65,743.63	67,715.94	
06912	Mechanical/Gas Inspection Chief	OR07	80,810.37					97,139.27				113,468.17				
06910	Mechanical/Gas Inspector 1	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88	
07331	Mechanical/Gas Inspector 2	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64	
03130	Metropolitan Attorney	DP02	152,800.10				229,200.14					305,600.19				
10530	Metropolitan Auditor	DP02	152,800.10				229,200.14					305,600.19				
03140	Metropolitan Clerk	DP01	112,816.00				163,830.29					214,844.57				
03160	Metropolitan Treasurer	OR13	131,001.81				176,852.41					222,703.04				
06738	Metropolitan Zoning Administrator	OR11	111,373.52				144,785.58					178,197.64				
06804	Museum Assistant Manager	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88	
03190	Museum Coordinator	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64	
07745	Museum Gift Shop Manager	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89	
06848	Museum Manager	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49	
03180	Museum Specialist 1	ST05	39,242.42	40,431.54	41,620.67	42,809.80	43,998.95	45,188.08	46,377.22	47,566.35	48,755.48	49,944.61	1,189.13	51,133.74	52,322.87	
03200	Museum Specialist 2	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88	
07334	Naturalist 1	ST05	39,242.42	40,431.54	41,620.67	42,809.80	43,998.95	45,188.08	46,377.22	47,566.35	48,755.48	49,944.61	1,189.13	51,133.74	52,322.87	
07335	Naturalist 2	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88	
07336	Naturalist 3	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89	
07337	Nature Center Manager	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49	
06771	Nutrition Site Coordinator	ST05	39,242.42	40,431.54	41,620.67	42,809.80	43,998.95	45,188.08	46,377.22	47,566.35	48,755.48	49,944.61	1,189.13	51,133.74	52,322.87	
07746	Nutrition Site Monitor	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88	
10119	Office Support Manager	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88	
11040	Office Support Rep	ST05	39,242.42	40,431.54	41,620.67	42,809.80	43,998.95	45,188.08	46,377.22	47,566.35	48,755.48	49,944.61	1,189.13	51,133.74	52,322.87	
11041	Office Support Rep Sr	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17	

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
10123	Office Support Specialist 1	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
10124	Office Support Specialist 2	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
10888	Operations Manager	OR09	94,249.13				117,811.41					141,373.68			
11186	Painter	TG11	48,919.43	50,387.02	51,898.63	53,455.59	55,059.25	56,711.03	58,412.36	60,164.73	61,969.68	63,828.77	3%	65,743.63	67,715.94
07343	Paralegal	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
06525	Park Police 1	PK01	60,501.08												
10127	Park Police 2	PK02	66,185.22	68,170.78	70,215.90	72,322.38	74,492.05	76,726.81	79,028.61	81,399.47	83,841.45	86,356.69	3%	88,947.39	91,615.81
06853	Park Police Lieutenant	PK04	84,353.70	86,884.31	89,490.84	92,175.57	94,940.84	97,789.07	100,722.74	103,744.42	106,856.75	110,062.45	3%	113,364.32	116,765.25
06526	Park Police Sergeant	PK03	72,884.28	75,070.81	77,322.93	79,642.62	82,031.90	84,492.86	87,027.65	89,638.48	92,327.63	95,097.46	3%	97,950.38	100,888.90
10951	Park Police Trainee	PK00	54,900.89												
06553	Parks & Recreation Assistant Director	OR13	131,001.81				176,852.41					222,703.04			
01610	Parks & Recreation Director	DP02	152,800.10				229,200.14					305,600.19			
06247	Parks & Recreation Superintendent	OR07	80,810.37				97,139.27					113,468.17			
07345	Parts Supervisor	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
11263	Payroll Analyst 1	OR04	61,368.59				70,571.46					79,774.33			
11264	Payroll Analyst 2	OR06	74,117.92				87,088.56					100,059.21			
11188	Payroll Manager	OR10	102,811.31				131,084.42					159,357.55			
11265	Payroll Specialist 1	OR01	48,699.02				56,003.69					63,308.34			
11266	Payroll Specialist 2	OR03	55,729.10				64,087.06					72,445.00			
04690	Photographer	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
06860	Planner 1	OR06	74,117.92				87,088.56					100,059.21			
06862	Planner 2	OR07	80,810.37				97,139.27					113,468.17			
06861	Planner 3	OR08	87,529.74				107,223.93					126,918.14			
10128	Planning Asst Exec Director - Operations	OR11	111,373.52				144,785.58					178,197.64			
10160	Planning Asst Exec Director - Project Mgt	OR11	111,373.52				144,785.58					178,197.64			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	<i>Use for calculation purposes only</i>		
													Steps	11th	12th
11119	Planning Deputy Executive Director	OR13	131,001.81				176,852.41					222,703.04			
01940	Planning Executive Director	DP02	152,800.10				229,200.14					305,600.19			
10129	Planning Manager 1	OR09	94,249.13				117,811.41					141,373.68			
06863	Planning Manager 2	OR10	102,811.31				131,084.42					159,357.55			
06864	Planning Technician 1	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
06866	Planning Technician 2	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
06865	Planning Technician 3	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
07347	Plans Examiner 1	OR05	67,425.50				77,540.80					87,656.13			
04702	Plans Examiner 2	OR06	74,117.92				87,088.56					100,059.21			
06141	Plans Examiner Chief	OR07	80,810.37				97,139.27					113,468.17			
03610	Plumber	TG14	55,166.91	56,821.91	58,526.58	60,282.37	62,090.84	63,953.56	65,872.17	67,848.34	69,883.80	71,980.31	3%	74,139.72	76,363.91
06870	Plumbing Inspection Chief	OR07	80,810.37				97,139.27					113,468.17			
06868	Plumbing Inspector 1	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
07348	Plumbing Inspector 2	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
07797	Probation & Pretrial Services Director	OR09	94,249.13				117,811.41					141,373.68			
07375	Probation Officer 1	OR01	48,699.02				56,003.69					63,308.34			
04710	Probation Officer 2	OR03	55,729.10				64,087.06					72,445.00			
05495	Probation Officer 3	OR05	67,425.50				77,540.80					87,656.13			
01120	Probation Officer Chief	OR07	80,810.37				97,139.27					113,468.17			
11190	Procurement Officer	OR04	61,368.59				70,571.46					79,774.33			
11191	Procurement Officer Senior	OR06	74,117.92				87,088.56					100,059.21			
07753	Professional Specialist	OR04	61,368.59				70,571.46					79,774.33			
06034	Program Coordinator	OR02	52,604.11				60,494.51					68,384.94			
07376	Program Manager 1	OR04	61,368.59				70,571.46					79,774.33			
07377	Program Manager 2	OR05	67,425.50				77,540.80					87,656.13			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	<i>Use for calculation purposes only</i>		
													Steps	11th	12th
07379	Program Specialist 2	OR01	48,699.02				56,003.69					63,308.34			
07380	Program Specialist 3	OR03	55,729.10				64,087.06					72,445.00			
07381	Program Supervisor	OR03	55,729.10				64,087.06					72,445.00			
06542	Property Standards Inspections Chief	OR07	80,810.37				97,139.27					113,468.17			
06922	Property Standards Inspector 1	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
07422	Property Standards Inspector 2	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
03964	Public Defender	PD	202,130.00												
10132	Public Information Coordinator	OR06	74,117.92				87,088.56					100,059.21			
11267	Public Information Manager	OR09	94,249.13				117,811.41					141,373.68			
07384	Public Information Rep	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
11192	Public Property Officer	OR13	131,001.81				176,852.41					222,703.04			
01650	Public Works Director	DP02	152,800.10				229,200.14					305,600.19			
04000	Purchasing Agent	OR13	131,001.81				176,852.41					222,703.04			
04036	Radio Engineer	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
01690	Recreation District Manager	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
06880	Recreation Leader	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
10850	Recreation Leader - Senior	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
07116	Recycling Coordinator	OR03	55,729.10				64,087.06					72,445.00			
07390	Research Analyst 1	OR03	55,729.10				64,087.06					72,445.00			
07391	Research Analyst 2	OR05	67,425.50				77,540.80					87,656.13			
11120	Safety Administrator	OR09	94,249.13				117,811.41					141,373.68			
06133	Safety Coordinator	OR07	80,810.37				97,139.27					113,468.17			
11193	Safety Inspector	OR04	61,368.59				70,571.46					79,774.33			
11194	Safety Specialist	OR06	74,117.92				87,088.56					100,059.21			
07397	Sanitation Supervisor	TS10	61,357.06	63,197.77	65,093.71	67,046.52	69,057.91	71,129.65	73,263.53	75,461.44	77,725.28	80,057.04	3%	82,458.75	84,932.51

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
04160	Sanitation Worker	TG07	40,293.33	41,502.13	42,747.19	44,029.61	45,350.50	46,711.01	48,112.34	49,555.71	51,042.38	52,573.66	3%	54,150.87	55,775.40
10855	Security Guard	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
07399	Security Officer 1 – Gen. Sess. Court	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
10135	Security Officer 2 – Gen. Sess. Court	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
07798	Security Officer Coordinator	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
06891	Service Rep 1	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
10163	Service Rep 2	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
10856	Service Writer	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
11197	Short Term Rental Inspection Chief	OR07	80,810.37				97,139.27					113,468.17			
11198	Short Term Rental Inspector	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
07402	Signal Tech 1	TG13	53,017.55	54,608.08	56,246.32	57,933.72	59,671.72	61,461.87	63,305.73	65,204.90	67,161.05	69,175.88	3%	71,251.16	73,388.69
04930	Signal Tech 2	TG15	57,373.58	59,094.79	60,867.63	62,693.66	64,574.47	66,511.70	68,507.06	70,562.27	72,679.14	74,859.52	3%	77,105.31	79,418.46
04810	Signal Tech 3	TL16	65,397.87	67,359.80	69,380.59	71,462.01	73,605.87	75,814.05	78,088.47	80,431.13	82,844.06	85,329.37	3%	87,889.25	90,525.93
04910	Signal Technician Supervisor	TS14	72,419.10	74,591.67	76,829.43	79,134.31	81,508.34	83,953.59	86,472.20	89,066.37	91,738.37	94,490.52	3%	97,325.24	100,244.99
11268	Skilled Craft Leader	TL13	58,519.90	60,275.50	62,083.77	63,946.28	65,864.67	67,840.60	69,875.83	71,972.10	74,131.27	76,355.20	3%	78,645.86	81,005.23
11199	Skilled Craft Worker	TG13	53,017.55	54,608.08	56,246.32	57,933.72	59,671.72	61,461.87	63,305.73	65,204.90	67,161.05	69,175.88	3%	71,251.16	73,388.69
00385	Social Services Assistant Director	OR11	111,373.52				144,785.58					178,197.64			
01680	Social Services Director	DP02	152,800.10				229,200.14					305,600.19			
01820	Social Work Associate	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
07405	Social Work Technician	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
10853	Social Worker	OR02	52,604.11				60,494.51					68,384.94			
10854	Social Worker Senior	OR03	55,729.10				64,087.06					72,445.00			
05945	Special Assistant to the Director	OR07	80,810.37				97,139.27					113,468.17			
05923	Special Programs Coordinator	OR03	55,729.10				64,087.06					72,445.00			
07762	Special Projects Manager	OR11	111,373.52				144,785.58					178,197.64			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
00220	Specialized Skills Instructor	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
06892	Specialized Skills Supervisor	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
06180	Stores Manager	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
06539	Stores Supervisor	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
10889	Technical Services Administrator	OR07	80,810.37				97,139.27					113,468.17			
10890	Technical Services Manager	OR09	94,249.13				117,811.41					141,373.68			
07756	Technical Specialist 1	OR04	61,368.59				70,571.46					79,774.33			
07757	Technical Specialist 2	OR06	74,117.92				87,088.56					100,059.21			
06454	Traffic Safety & Alcohol Education Coord	OR09	94,249.13				117,811.41					141,373.68			
11269	Transportation Administrator	OR08	87,529.74				107,223.93					126,918.14			
11270	Transportation Assistant Director	OR13	131,001.81				176,852.41					222,703.04			
11122	Transportation Chief Engineer	OR13	131,001.81				176,852.41					222,703.04			
11121	Transportation Director	DP02	152,800.10				229,200.14					305,600.19			
11272	Transportation Superintendent	OR07	80,810.37				97,139.27					113,468.17			
11200	Treasury Analyst	OR04	61,368.59				70,571.46					79,774.33			
11201	Treasury Analyst Senior	OR06	74,117.92				87,088.56					100,059.21			
07415	Treatment Plant Assistant Manager	OR07	80,810.37				97,139.27					113,468.17			
07416	Treatment Plant Manager	OR09	94,249.13				117,811.41					141,373.68			
06188	Treatment Plant Shift Operator	TS13	68,894.13	70,960.96	73,089.79	75,282.48	77,540.96	79,867.19	82,263.21	84,731.10	87,273.03	89,891.22	3%	92,587.96	95,365.60
07803	Treatment Plant Shift Supervisor	TS16	81,847.62	84,303.05	86,832.15	89,437.11	92,120.22	94,883.83	97,730.35	100,662.25	103,682.12	106,792.58	3%	109,996.36	113,296.25
06537	Treatment Plant Superintendent	OR10	102,811.31				131,084.42					159,357.55			
06229	Treatment Plant Technician 1	TG11	48,919.43	50,387.02	51,898.63	53,455.59	55,059.25	56,711.03	58,412.36	60,164.73	61,969.68	63,828.77	3%	65,743.63	67,715.94
06186	Treatment Plant Technician 2	TG14	55,166.91	56,821.91	58,526.58	60,282.37	62,090.84	63,953.56	65,872.17	67,848.34	69,883.80	71,980.31	3%	74,139.72	76,363.91
07802	Treatment Plant Technician 3	TL14	60,812.56	62,636.94	64,516.04	66,451.53	68,445.07	70,498.42	72,613.37	74,791.78	77,035.53	79,346.60	3%	81,727.00	84,178.81
06902	Urban Forester	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
10952	Utility Account Specialist 1	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
10953	Utility Account Specialist 2	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
10954	Utility Account Specialist 3	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
10957	Utility Compliance Inspector 1	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
10955	Utility Compliance Inspector 2	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
10941	Utility Compliance Inspector 3	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
11273	Utility Customer Care Agent 1	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
11274	Utility Customer Care Agent 2	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
11275	Utility Customer Care Agent 3	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
10956	Utility Data Technician 1	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
10958	Utility Data Technician 2	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
10959	Utility Data Technician 3	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
10960	Utility Engineering Technician	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
10961	Utility Engineering Technician Senior	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
10962	Utility Environ. Compliance Officer 1	OR02	52,604.11				60,494.51					68,384.94			
10963	Utility Environ. Compliance Officer 2	OR04	61,368.59				70,571.46					79,774.33			
10964	Utility Environ. Compliance Officer 3	OR06	74,117.92				87,088.56					100,059.21			
10965	Utility Equipment Operator	TG10	46,712.75	48,114.13	49,557.55	51,044.28	52,575.61	54,152.88	55,777.47	57,450.79	59,174.32	60,949.54	3%	62,778.03	64,661.37
10966	Utility Equipment Operator Senior	TG12	51,011.48	52,541.83	54,118.08	55,741.62	57,413.86	59,136.28	60,910.37	62,737.68	64,619.80	66,558.40	3%	68,555.15	70,611.81
10967	Utility Equipment Operator Specialist	TG14	55,166.91	56,821.91	58,526.58	60,282.37	62,090.84	63,953.56	65,872.17	67,848.34	69,883.80	71,980.31	3%	74,139.72	76,363.91
10969	Utility Field Technician 1	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
10970	Utility Field Technician 2	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
10971	Utility Field Technician 3	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
10972	Utility Maintenance Specialist 1	TL09	49,148.69	50,623.15	52,141.85	53,706.10	55,317.28	56,976.79	58,686.09	60,446.68	62,260.09	64,127.89	3%	66,051.73	68,033.28
10973	Utility Maintenance Specialist 2	TL11	53,905.95	55,523.13	57,188.82	58,904.49	60,671.62	62,491.77	64,366.53	66,297.52	68,286.44	70,335.04	3%	72,445.09	74,618.44



CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
10974	Utility Maintenance Specialist 3	TL13	58,519.90	60,275.50	62,083.77	63,946.28	65,864.67	67,840.60	69,875.83	71,972.10	74,131.27	76,355.20	3%	78,645.86	81,005.23
10977	Utility Maintenance Technician	TG07	40,293.33	41,502.13	42,747.19	44,029.61	45,350.50	46,711.01	48,112.34	49,555.71	51,042.38	52,573.66	3%	54,150.87	55,775.40
10978	Utility Maintenance Technician Senior	TG09	44,735.36	46,077.43	47,459.75	48,883.54	50,350.05	51,860.55	53,416.37	55,018.85	56,669.42	58,369.50	3%	60,120.59	61,924.20
11209	Utility Technical Specialist	OR04	61,368.59				70,571.46					79,774.33			
10985	Utility Technician	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
10990	Utility Water Quality Analyst 1	OR02	52,604.11				60,494.51					68,384.94			
10991	Utility Water Quality Analyst 2	OR04	61,368.59				70,571.46					79,774.33			
10992	Utility Water Quality Analyst 3	OR06	74,117.92				87,088.56					100,059.21			
07760	Van Driver	TG07	40,293.33	41,502.13	42,747.19	44,029.61	45,350.50	46,711.01	48,112.34	49,555.71	51,042.38	52,573.66	3%	54,150.87	55,775.40
05740	Veterans Service Officer	OR02	52,604.11				60,494.51					68,384.94			
10993	Veterans Service Officer Senior	OR04	61,368.59				70,571.46					79,774.33			
11123	Veterans Service Supervisor	OR06	74,117.92				87,088.56					100,059.21			
05754	Vice Mayor <i>*pay effective Sept 2023</i>	VM	27,977.00												
10891	Victim Advocate 1	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
10892	Victim Advocate 2	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
07419	Warrant Officer 1	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
05340	Warrant Officer 2	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
10484	Waste Management Supervisor	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
11204	Water Maintenance Supervisor 1	TS10	61,357.06	63,197.77	65,093.71	67,046.52	69,057.91	71,129.65	73,263.53	75,461.44	77,725.28	80,057.04	3%	82,458.75	84,932.51
11205	Water Maintenance Supervisor 2	TS14	72,419.10	74,591.67	76,829.43	79,134.31	81,508.34	83,953.59	86,472.20	89,066.37	91,738.37	94,490.52	3%	97,325.24	100,244.99
11086	Water Quality Supervisor	OR07	80,810.37				97,139.27					113,468.17			
07420	Water Services Assistant Director	OR13	131,001.81				176,852.41					222,703.04			
11206	Water Services Assistant Manager	OR07	80,810.37				97,139.27					113,468.17			
01670	Water Services Director	DP02	152,800.10				229,200.14					305,600.19			
11207	Water Services Manager	OR09	94,249.13				117,811.41					141,373.68			

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													Steps	11th	12th
10486	Water Services Security Manager	OR07	80,810.37				97,139.27					113,468.17			
11208	Water Services Superintendent	TS16	81,847.62	84,303.05	86,832.15	89,437.11	92,120.22	94,883.83	97,730.35	100,662.25	103,682.12	106,792.58	3%	109,996.36	113,296.25
11105	Workforce Diversity Manager	OR10	102,811.31				131,084.42					159,357.55			
07230	Zoning Examination Chief	OR07	80,810.37				97,139.27					113,468.17			
07421	Zoning Examiner	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49

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	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
10863	Administrative Services Division Manager	OR09	94,249.13				117,811.41					141,373.68			
07242	Administrative Services Manager	OR07	80,810.37				97,139.27					113,468.17			
07243	Administrative Services Officer 2	OR01	48,699.02				56,003.69					63,308.34			
07244	Administrative Services Officer 3	OR03	55,729.10				64,087.06					72,445.00			
07245	Administrative Services Officer 4	OR05	67,425.50				77,540.80					87,656.13			
07720	Administrative Specialist	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
11172	Advanced Emergency Medical Technician	FD03	60,173.03	61,978.22	63,837.57	65,752.70	67,725.28	69,757.04	71,849.75	74,005.24	76,225.40	78,512.16	3%	80,867.52	83,293.55
10100	Application Technician 1	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
10102	Application Technician 2	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
10103	Application Technician 3	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
07174	Armorer	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
10947	Associate Administrator – Police & Fire	OR13	131,001.81				176,852.41					222,703.04			
11252	Behavioral Health Services Coordinator	OR07	80,810.37				97,139.27					113,468.17			
07175	Behavioral Health Services Manager	OR09	94,249.13				117,811.41					141,373.68			
10881	Breathing Apparatus Technician	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
01770	Building & Grounds Electrician	TG15	57,373.58	59,094.79	60,867.63	62,693.66	64,574.47	66,511.70	68,507.06	70,562.27	72,679.14	74,859.52	3%	77,105.31	79,418.46
01780	Building & Grounds Lead Electrician	TL15	63,133.88	65,027.88	66,978.72	68,988.08	71,057.71	73,189.45	75,385.13	77,646.69	79,976.09	82,375.37	3%	84,846.63	87,392.03
02230	Building Maint Lead Mechanic	TL15	63,133.88	65,027.88	66,978.72	68,988.08	71,057.71	73,189.45	75,385.13	77,646.69	79,976.09	82,375.37	3%	84,846.63	87,392.03
07255	Building Maint Leader	TG08	42,442.70	43,715.98	45,027.45	46,378.28	47,769.62	49,202.71	50,678.79	52,199.16	53,765.13	55,378.08	3%	57,039.42	58,750.61
02220	Building Maint Mechanic	TG13	53,017.55	54,608.08	56,246.32	57,933.72	59,671.72	61,461.87	63,305.73	65,204.90	67,161.05	69,175.88	3%	71,251.16	73,388.69
07257	Building Maint Worker	TG07	40,293.33	41,502.13	42,747.19	44,029.61	45,350.50	46,711.01	48,112.34	49,555.71	51,042.38	52,573.66	3%	54,150.87	55,775.40
01302	Computer Operations Shift Supervisor	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
10714	Crime Lab Asst Dir/Quality Assurance Mgr	OR08	87,529.74				107,223.93					126,918.14			
11253	Crime Lab DNA Technical Lead	OR08	87,529.74				107,223.93					126,918.14			
10718	Crime Lab Evidence Receiving Supervisor	OR04	61,368.59				70,571.46					79,774.33			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
10719	Crime Lab Evidence Receiving Technician	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
10720	Crime Lab Forensic Scientist 1	OR04	61,368.59				70,571.46					79,774.33			
10721	Crime Lab Forensic Scientist 2	OR05	67,425.50				77,540.80					87,656.13			
10722	Crime Lab Forensic Scientist 3	OR06	74,117.92				87,088.56					100,059.21			
11258	Crime Lab Forensic Scientist 4	OR07	80,810.37				97,139.27					113,468.17			
10716	Crime Lab Forensic Supervisor	OR08	87,529.74				107,223.93					126,918.14			
10723	Crime Lab Forensic Technician	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
10717	Crime Lab Information Technology Mgr	OR08	87,529.74				107,223.93					126,918.14			
10715	Crime Laboratory Business Manager	OR08	87,529.74				107,223.93					126,918.14			
10713	Crime Laboratory Director	OR10	102,811.31				131,084.42					159,357.55			
11036	Crime Scene Investigator 1	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
11037	Crime Scene Investigator 2	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
11046	Crime Scene Investigator 3	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
10832	Custodian	TG07	40,293.33	41,502.13	42,747.19	44,029.61	45,350.50	46,711.01	48,112.34	49,555.71	51,042.38	52,573.66	3%	54,150.87	55,775.40
07288	Data Production Control Specialist	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
10940	EMS Captain - Paramedic	FD07	82,520.16	84,995.76	87,545.63	90,172.00	92,877.16	95,663.47	98,533.37	101,489.37	104,534.05	107,670.07	3%	110,900.17	114,227.18
11038	Equipment & Supply Clerk	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
11039	Equipment & Supply Clerk Senior	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
10354	Executive Administrator - Police/Fire	OR11	111,373.52				144,785.58					178,197.64			
07722	Executive Assistant To Chief - Police/Fire	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
10108	Finance Administrator	OR08	87,529.74				107,223.93					126,918.14			
06232	Finance Manager	OR10	102,811.31				131,084.42					159,357.55			
11177	Finance Officer	OR04	61,368.59				70,571.46					79,774.33			
11178	Finance Officer Senior	OR06	74,117.92				87,088.56					100,059.21			
10153	Finance Specialist	OR05	67,425.50				77,540.80					87,656.13			
10839	Fire Arson Investigator	FD06	77,535.75	79,861.82	82,257.67	84,725.40	87,267.16	89,885.17	92,581.73	95,359.18	98,219.96	101,166.56	3%	104,201.56	107,327.60

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
00430	Fire Assistant Chief	FD10	111,831.33	115,186.27	118,641.86	122,201.12	125,867.15	129,643.16	133,532.45	137,538.42	141,664.57	145,914.51	3%	150,291.95	154,800.70
07305	Fire Captain	FD07	82,520.16	84,995.76	87,545.63	90,172.00	92,877.16	95,663.47	98,533.37	101,489.37	104,534.05	107,670.07	3%	110,900.17	114,227.18
01045	Fire Chief	DP02	152,800.10				229,200.14					305,600.19			
10712	Fire Commander	FD11	121,531.71				151,914.64					182,297.57			
07306	Fire Deputy Chief	FD12	133,684.89				177,132.48					220,580.06			
01686	Fire District Chief	FD09	99,849.40	102,844.88	105,930.23	109,108.14	112,381.38	115,752.82	119,225.40	122,802.16	126,486.22	130,280.81	3%	134,189.23	138,214.91
07307	Fire Engineer	FD05	73,191.78	75,387.53	77,649.16	79,978.63	82,377.99	84,849.33	87,394.81	90,016.65	92,717.15	95,498.66	3%	98,363.62	101,314.53
07308	Fire Fighter 1	FD02	57,551.08												
07309	Fire Fighter 2	FD03	60,173.03	61,978.22	63,837.57	65,752.70	67,725.28	69,757.04	71,849.75	74,005.24	76,225.40	78,512.16	3%	80,867.52	83,293.55
07777	Fire Fighter 3	FD04	66,464.46	68,458.39	70,512.14	72,627.50	74,806.33	77,050.52	79,362.04	81,742.90	84,195.19	86,721.05	3%	89,322.68	92,002.36
10112	Fire Fighter/Paramedic	FD04	66,464.46	68,458.39	70,512.14	72,627.50	74,806.33	77,050.52	79,362.04	81,742.90	84,195.19	86,721.05	3%	89,322.68	92,002.36
07310	Fire Inspector 1	FD03	60,173.03	61,978.22	63,837.57	65,752.70	67,725.28	69,757.04	71,849.75	74,005.24	76,225.40	78,512.16	3%	80,867.52	83,293.55
02534	Fire Inspector 2	FD05	73,191.78	75,387.53	77,649.16	79,978.63	82,377.99	84,849.33	87,394.81	90,016.65	92,717.15	95,498.66	3%	98,363.62	101,314.53
11047	Fire Inspector 2- FTO	FD06	77,535.75	79,861.82	82,257.67	84,725.40	87,267.16	89,885.17	92,581.73	95,359.18	98,219.96	101,166.56	3%	104,201.56	107,327.60
06834	Fire Instructor	FD07	82,520.16	84,995.76	87,545.63	90,172.00	92,877.16	95,663.47	98,533.37	101,489.37	104,534.05	107,670.07	3%	110,900.17	114,227.18
11179	Fire Logistics & Inventory Clerk	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
05973	Fire Maint Supervisor	TS14	72,419.10	74,591.67	76,829.43	79,134.31	81,508.34	83,953.59	86,472.20	89,066.37	91,738.37	94,490.52	3%	97,325.24	100,244.99
10840	Fire Maintenance Worker	TG15	57,373.58	59,094.79	60,867.63	62,693.66	64,574.47	66,511.70	68,507.06	70,562.27	72,679.14	74,859.52	3%	77,105.31	79,418.46
03015	Fire Marshal	FD10	111,831.33	115,186.27	118,641.86	122,201.12	125,867.15	129,643.16	133,532.45	137,538.42	141,664.57	145,914.51	3%	150,291.95	154,800.70
01495	Fire Marshal - Assistant	FD07	82,520.16	84,995.76	87,545.63	90,172.00	92,877.16	95,663.47	98,533.37	101,489.37	104,534.05	107,670.07	3%	110,900.17	114,227.18
00440	Fire Marshal - Deputy	FD08	90,772.18	93,495.35	96,300.21	99,189.22	102,164.90	105,229.85	108,386.75	111,638.35	114,987.50	118,437.13	3%	121,990.24	125,649.95
11087	Fire Operations Chief	FD10	111,831.33	115,186.27	118,641.86	122,201.12	125,867.15	129,643.16	133,532.45	137,538.42	141,664.57	145,914.51	3%	150,291.95	154,800.70
10884	Fire Plans Examiner 1	OR05	67,425.50				77,540.80					87,656.13			
10885	Fire Plans Examiner 2	OR06	74,117.92				87,088.56					100,059.21			
04055	Fire Recruit	FD01	54,900.89												
10711	Fire Services Deputy Director	FD12	133,684.89				177,132.48					220,580.06			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	<i>Use for calculation purposes only</i>		
													Steps	11th	12th
10113	Firearms and Toolmarking Examiner	OR07	80,810.37				97,139.27					113,468.17			
10886	Helicopter Pilot	OR06	74,117.92				87,088.56					100,059.21			
07346	Human Resources Administrator	OR08	87,529.74				107,223.93					126,918.14			
11180	Human Resources Analyst	OR04	61,368.59				70,571.46					79,774.33			
11181	Human Resources Analyst Senior	OR06	74,117.92				87,088.56					100,059.21			
06531	Human Resources Manager	OR10	102,811.31				131,084.42					159,357.55			
07234	Info Sys Advisor 1	OR08	87,529.74				107,223.93					126,918.14			
07407	Info Sys Advisor 2	OR10	102,811.31				131,084.42					159,357.55			
10887	Info Sys Advisor 3	OR11	111,373.52				144,785.58					178,197.64			
07779	Info Sys Applications Analyst 1	OR04	61,368.59				70,571.46					79,774.33			
07780	Info Sys Applications Analyst 2	OR05	67,425.50				77,540.80					87,656.13			
07783	Info Sys Applications Analyst 3	OR06	74,117.92				87,088.56					100,059.21			
07784	Info Sys Applications Tech 1	OR02	52,604.11				60,494.51					68,384.94			
07785	Info Sys Applications Tech 2	OR03	55,729.10				64,087.06					72,445.00			
06918	Info Sys Communications Analyst 1	OR04	61,368.59				70,571.46					79,774.33			
07769	Info Sys Communications Analyst 2	OR05	67,425.50				77,540.80					87,656.13			
07265	Info Sys Communications Analyst 3	OR06	74,117.92				87,088.56					100,059.21			
07266	Info Sys Communications Tech 1	OR02	52,604.11				60,494.51					68,384.94			
06919	Info Sys Communications Tech 2	OR03	55,729.10				64,087.06					72,445.00			
07318	Info Sys Division Manager	OR11	111,373.52				144,785.58					178,197.64			
07782	Info Sys Manager	OR10	102,811.31				131,084.42					159,357.55			
10470	Info Sys Media Analyst 1	OR04	61,368.59				70,571.46					79,774.33			
10471	Info Sys Media Analyst 2	OR05	67,425.50				77,540.80					87,656.13			
10472	Info Sys Media Analyst 3	OR06	74,117.92				87,088.56					100,059.21			
10473	Info Sys Media Tech 1	OR02	52,604.11				60,494.51					68,384.94			
10474	Info Sys Media Tech 2	OR03	55,729.10				64,087.06					72,445.00			

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													Steps	11th	12th
10475	Info Sys Operations Analyst 1	OR04	61,368.59				70,571.46					79,774.33			
10476	Info Sys Operations Analyst 2	OR05	67,425.50				77,540.80					87,656.13			
10477	Info Sys Operations Analyst 3	OR06	74,117.92				87,088.56					100,059.21			
10478	Info Sys Operations Tech 1	OR02	52,604.11				60,494.51					68,384.94			
10479	Info Sys Operations Tech 2	OR03	55,729.10				64,087.06					72,445.00			
02870	Legal Secretary 1	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
07322	Legal Secretary 2	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
10119	Office Support Manager	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
11040	Office Support Rep	ST05	39,242.42	40,431.54	41,620.67	42,809.80	43,998.95	45,188.08	46,377.22	47,566.35	48,755.48	49,944.61	1,189.13	51,133.74	52,322.87
11041	Office Support Rep Sr	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
10123	Office Support Specialist 1	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
10124	Office Support Specialist 2	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
07343	Paralegal	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
11187	Paramedic	FD05	73,191.78	75,387.53	77,649.16	79,978.63	82,377.99	84,849.33	87,394.81	90,016.65	92,717.15	95,498.66	3%	98,363.62	101,314.53
00956	Police Captain	PS07	116,408.13	119,900.37	123,497.38	127,202.30	131,018.37	134,948.92	138,997.39	143,167.31	147,462.33	151,886.20	3%	156,442.79	161,136.07
01110	Police Chief	DP02	152,800.10				229,200.14					305,600.19			
07702	Police Commander	PS08	121,531.71				151,914.64					182,297.57			
06882	Police Crisis Counseling Supervisor	OR05	67,425.50				77,540.80					87,656.13			
10851	Police Crisis Counselor	OR04	61,368.59				70,571.46					79,774.33			
10154	Police Deputy Chief	PS09	133,684.89				177,132.48					220,580.06			
07349	Police Executive Assistant	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
07351	Police Graphics Specialist	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
07353	Police Identification Specialist 1	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
07354	Police Identification Specialist 2	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
07176	Police Information Services Administrator	OR11	111,373.52				144,785.58					178,197.64			
06871	Police Intern	ST05	39,242.42	40,431.54	41,620.67	42,809.80	43,998.95	45,188.08	46,377.22	47,566.35	48,755.48	49,944.61	1,189.13	51,133.74	52,322.87

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													Steps	11th	12th
07355	Police Lieutenant	PS06	101,224.46	104,261.19	107,389.03	110,610.70	113,929.02	117,346.89	120,867.30	124,493.32	128,228.12	132,074.96	3%	136,037.21	140,118.33
06872	Police Officer 1	PS02	60,501.08												
07356	Police Officer 2	PS03	66,185.22	68,170.78	70,215.90	72,322.38	74,492.05	76,726.81	79,028.61	81,399.47	83,841.45	86,356.69	3%	88,947.39	91,615.81
07357	Police Officer 2 – Field Training Officer	PS04	72,884.28	75,070.81	77,322.93	79,642.62	82,031.90	84,492.86	87,027.65	89,638.48	92,327.63	95,097.46	3%	97,950.38	100,888.90
07794	Police Officer 3	PS04	72,884.28	75,070.81	77,322.93	79,642.62	82,031.90	84,492.86	87,027.65	89,638.48	92,327.63	95,097.46	3%	97,950.38	100,888.90
03257	Police Officer Trainee	PS01	54,900.89												
07358	Police Operations Analyst 1	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
07178	Police Operations Analyst 2	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
07365	Police Operations Coordinator 1	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
07364	Police Operations Coordinator 2	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
07361	Police Operations Supervisor	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
07751	Police Security Guard 1	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
07752	Police Security Guard 2	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
07366	Police Sergeant	PS05	84,353.70	86,884.31	89,490.84	92,175.57	94,940.84	97,789.07	100,722.74	103,744.42	106,856.75	110,062.45	3%	113,364.32	116,765.25
11189	Police Support Technician	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
07753	Professional Specialist	OR04	61,368.59				70,571.46					79,774.33			
07376	Program Manager 1	OR04	61,368.59				70,571.46					79,774.33			
07377	Program Manager 2	OR05	67,425.50				77,540.80					87,656.13			
11267	Public Information Manager	OR09	94,249.13				117,811.41					141,373.68			
07390	Research Analyst 1	OR03	55,729.10				64,087.06					72,445.00			
07391	Research Analyst 2	OR05	67,425.50				77,540.80					87,656.13			
10134	Research Manager – Police	OR07	80,810.37				97,139.27					113,468.17			
06133	Safety Coordinator	OR07	80,810.37				97,139.27					113,468.17			
11193	Safety Inspector	OR04	61,368.59				70,571.46					79,774.33			
03445	School Crossing Guard (hourly)	SP01	19.08				21.94					24.80			
03447	School Crossing Guard Supv (hourly)	SS01	21.94				25.23					28.52			



CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	<i>Use for calculation purposes only</i>		
													Steps	11th	12th
10855	Security Guard	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
10853	Social Worker	OR02	52,604.11				60,494.51					68,384.94			
10854	Social Worker Senior	OR03	55,729.10				64,087.06					72,445.00			
05945	Special Assistant to the Director	OR07	80,810.37				97,139.27					113,468.17			
07762	Special Projects Manager	OR11	111,373.52				144,785.58					178,197.64			
00220	Specialized Skills Instructor	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
06180	Stores Manager	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
06539	Stores Supervisor	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
07756	Technical Specialist 1	OR04	61,368.59				70,571.46					79,774.33			
07757	Technical Specialist 2	OR06	74,117.92				87,088.56					100,059.21			

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	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
10642	Administrative Spec - Health	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
11245	Animal Care & Control Admin Assistant	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
10777	Animal Care & Control Admin Supervisor	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
10775	Animal Care & Control Lic Vet Tech	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
10548	Animal Care & Control Manager	OR09	94,249.13				117,811.41					141,373.68			
10774	Animal Care & Control Office Asst	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
11243	Animal Care & Control Office Support Spec	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
10782	Animal Care & Control Officer 1	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
10783	Animal Care & Control Officer 2	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
10784	Animal Care & Control Officer 3	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
10786	Animal Care & Control Officer Supervisor	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
10776	Animal Care & Control Prog Coord	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
11244	Animal Care & Control Prog Coord - Animal Behav.	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
10778	Animal Care & Control Shelter Vet	OR09	94,249.13				117,811.41					141,373.68			
11157	Animal Care & Control Shelter Vet Assistant	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
11219	Animal Care Assistant	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
11220	Animal Care Assistant Senior	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
11221	Animal Care Supervisor	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
06678	Assistant To The Director	OR09	94,249.13				117,811.41					141,373.68			
10367	Audiologist	OR05	67,425.50				77,540.80					87,656.13			
10386	Bureau Director 1	OR12	121,187.66				160,573.64					199,959.63			
11049	Bureau Director 2	HD03	155,643.22				206,227.29					256,811.34			
01080	Chief Medical Director	NS													
06567	Communicable Disease Investigator	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
06466	Courier	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
11006	Cultural/Linguistics Program Supervisor	OR05	67,425.50				77,540.80					87,656.13			
11213	Custodian - Health	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
01461	Dental Assistant 1	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
05989	Dental Assistant 2	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88

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	55,729.10				64,087.06					72,445.00			
01463	Dental Hygienist 1 (71%)	OR03	39,567.66				45,501.81					51,435.95			
01464	Dental Hygienist 2	OR04	61,368.59				70,571.46					79,774.33			
10899	Dental Services Manager	HD02	149,931.55				198,659.31					247,387.07			
10900	Dentist	HD01	142,791.96				189,199.35					235,606.73			
10180	Deputy Director Health	OR13	131,001.81				176,852.41					222,703.04			
11165	Engineer 1 - Health	OR07	80,810.37				97,139.27					113,468.17			
11166	Engineer 2 - Health	OR08	87,529.74				107,223.93					126,918.14			
11167	Engineer 3 - Health	OR10	102,811.31				131,084.42					159,357.55			
11164	Engineer in Training - Health	OR06	74,117.92				87,088.56					100,059.21			
00513	Environmental Assistant	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
11214	Environmental Health Specialist	OR03	55,729.10				64,087.06					72,445.00			
11215	Environmental Health Specialist Senior	OR04	61,368.59				70,571.46					79,774.33			
10905	Epidemiologist 1	OR07	80,810.37				97,139.27					113,468.17			
10906	Epidemiologist 2	OR08	87,529.74				107,223.93					126,918.14			
11038	Equipment & Supply Clerk	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
11039	Equipment & Supply Clerk Senior	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
10623	Facilities Maintenance Leader	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
10556	Facilities Maintenance Specialist	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
10928	Facilities Maintenance Technician	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
10729	Facilities Services Manager - Health	OR06	74,117.92				87,088.56					100,059.21			
10108	Finance Administrator	OR08	87,529.74				107,223.93					126,918.14			
06232	Finance Manager	OR10	102,811.31				131,084.42					159,357.55			
11177	Finance Officer	OR04	61,368.59				70,571.46					79,774.33			
11178	Finance Officer Senior	OR06	74,117.92				87,088.56					100,059.21			
10153	Finance Specialist	OR05	67,425.50				77,540.80					87,656.13			
10742	Health Manager 1	OR05	67,425.50				77,540.80					87,656.13			
10743	Health Manager 2	OR07	80,810.37				97,139.27					113,468.17			
10744	Health Manager 3	OR09	94,249.13				117,811.41					141,373.68			
07346	Human Resources Administrator	OR08	87,529.74				107,223.93					126,918.14			

Class#	Title	Grade	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
11180	Human Resources Analyst	OR04	61,368.59				70,571.46					79,774.33			
11181	Human Resources Analyst Senior	OR06	74,117.92				87,088.56					100,059.21			
11242	Human Resources Manager - Health	OR10	102,811.31				131,084.42					159,357.55			
07234	Info Sys Advisor 1	OR08	87,529.74				107,223.93					126,918.14			
07407	Info Sys Advisor 2	OR10	102,811.31				131,084.42					159,357.55			
07779	Info Sys Applications Analyst 1	OR04	61,368.59				70,571.46					79,774.33			
07780	Info Sys Applications Analyst 2	OR05	67,425.50				77,540.80					87,656.13			
07783	Info Sys Applications Analyst 3	OR06	74,117.92				87,088.56					100,059.21			
07784	Info Sys Applications Technician 1	OR02	52,604.11				60,494.51					68,384.94			
07785	Info Sys Applications Technician 2	OR03	55,729.10				64,087.06					72,445.00			
07318	Info Sys Division Manager	OR11	111,373.52				144,785.58					178,197.64			
07782	Info Sys Manager	OR10	102,811.31				131,084.42					159,357.55			
06641	Interpreter 1	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
10387	Interpreter 2	ST10	55,729.10	57,586.42	59,443.75	61,301.07	63,158.39	65,015.70	66,873.03	68,730.34	70,587.67	72,445.00	1,857.32	74,302.32	76,159.64
11007	Interpreter 3	OR04	61,368.59				70,571.46					79,774.33			
06482	Inventory Control Supervisor	ST11	61,368.59	63,413.67	65,458.76	67,503.83	69,548.92	71,593.99	73,639.07	75,684.16	77,729.23	79,774.33	2,045.08	81,819.41	83,864.49
07424	Medical Doctor	HD03	155,643.22				206,227.29					256,811.34			
07024	Medical Services Director	HD04	163,425.40				216,538.65					269,651.89			
10904	Nutrition Educator	OR01	48,699.02				56,003.69					63,308.34			
03237	Nutritionist 1	OR02	52,604.11				60,494.51					68,384.94			
03238	Nutritionist 2	OR03	55,729.10				64,087.06					72,445.00			
10643	Nutritionist 3	OR04	61,368.59				70,571.46					79,774.33			
10644	Nutritionist 4	OR05	67,425.50				77,540.80					87,656.13			
11040	Office Support Representative	ST05	39,242.42	40,431.54	41,620.67	42,809.80	43,998.95	45,188.08	46,377.22	47,566.35	48,755.48	49,944.61	1,189.13	51,133.74	52,322.87
11041	Office Support Representative Senior	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
10123	Office Support Specialist 1	ST07	42,425.32	43,839.47	45,253.62	46,667.76	48,081.90	49,496.02	50,910.18	52,324.33	53,738.45	55,152.60	1,414.14	56,566.74	57,980.88
10124	Office Support Specialist 2	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
06485	Outreach Worker	ST06	40,200.79	41,497.56	42,794.35	44,091.11	45,387.85	46,684.63	47,981.41	49,278.16	50,574.92	51,871.67	1,296.75	53,168.42	54,465.17
03459	Pharmacist	OR10	102,811.31				131,084.42					159,357.55			
10345	Printing Equip Operator - Health	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88

Class#	Title	Grade	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Use for calculation purposes only		
													Steps	11th	12th
07753	Professional Specialist	OR04	61,368.59				70,571.46					79,774.33			
06034	Program Coordinator	OR02	52,604.11				60,494.51					68,384.94			
07379	Program Specialist 2	OR01	48,699.02				56,003.69					63,308.34			
07380	Program Specialist 3	OR03	55,729.10				64,087.06					72,445.00			
07381	Program Supervisor	OR03	55,729.10				64,087.06					72,445.00			
11081	Public Health Administrator 1	OR05	67,425.50				77,540.80					87,656.13			
11082	Public Health Administrator 2	OR07	80,810.37				97,139.27					113,468.17			
11083	Public Health Administrator 3	OR09	94,249.13				117,811.41					141,373.68			
06251	Public Health LPN	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88
10758	Public Health Nurse 1 (100%)	OR05	67,425.50	69,448.26	71,471.03	73,493.80	77,540.80					87,656.13			
			Diploma	Associate	Bachelor	Master									
10758	Public Health Nurse 1 (71%)	OR05	47,872.10	49,308.26	50,744.43	52,180.60	55,053.97					62,235.85			
			Diploma	Associate	Bachelor	Master									
10759	Public Health Nurse 2	OR06	74,117.92				87,088.56					100,059.21			
10760	Public Health Nurse 3	OR07	80,810.37				97,139.27					113,468.17			
10761	Public Health Nurse 4	OR10	102,811.31				131,084.42					159,357.55			
06489	Public Hlth Nurse Practitioner	OR10	102,811.31				131,084.42					159,357.55			
10336	Records Management Analyst	ST08	46,265.35	47,807.51	49,349.63	50,891.79	52,433.92	53,976.05	55,518.19	57,060.32	58,602.46	60,144.59	1,542.15	61,686.74	63,228.89
07390	Research Analyst 1	OR03	55,729.10				64,087.06					72,445.00			
07391	Research Analyst 2	OR05	67,425.50				77,540.80					87,656.13			
10330	Security Guard - Health	ST09	50,452.95	52,134.67	53,816.40	55,498.11	57,179.85	58,861.56	60,543.28	62,224.99	63,906.71	65,588.44	1,681.72	67,270.16	68,951.88

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*