

Appendix 6: Pay Grades and Rates

This table presents Civil Service* and non-Civil Service pay grades used by many departments, each grade's minimum and maximum annual salaries, number of steps in grade, and number of months at each step. It does not include other positions whose salaries are set by state law or by letter of agreement.

Grade	Annual Salary		Steps	Months	Grade	Annual Salary		Steps	Months
	Min	Max				Min	Max		
BE	-----	14,000	-----	-----	ST02	24,106	31,338	10	12-24
CM	-----	23,100	-----	-----	ST03	26,288	34,174	10	12-24
CO01	37,178	48,331	10	12	ST04	28,668	37,268	10	12-24
CO02	40,543	52,705	10	12	ST05	31,262	40,641	10	12-24
CO03	44,212	57,476	10	12	ST06	34,092	44,319	10	12-24
CO04	48,836	63,484	10	12	ST07	37,178	48,331	10	12-24
CO05	53,778	69,907	10	12	ST08	40,543	52,705	10	12-24
DP01	73,542	132,376	Open Range	-----	ST09	44,212	57,476	10	12-24
DP02	98,861	188,270	Open Range	-----	ST10	48,836	63,484	10	12-24
DP03	133,900	267,800	Open Range	-----	ST11	53,778	69,907	10	12-24
ET01	-----	40,543	1	6	SS1*	12.80	16.32	Open Range	-----
ET02	41,759	54,286	10	12-24	TG01	22,878	26,645	5	6-24
ET03	44,212	57,476	10	12-24	TG02	24,033	28,001	5	6-24
ET04	48,836	63,484	10	12-24	TG03	26,921	31,392	5	6-24
ET05	53,778	69,907	10	12-24	TG04	29,584	34,556	5	6-24
ET06	59,085	76,813	10	12-24	TG05	31,517	36,917	5	6-24
ET07	70,815	99,433	Open Range	-----	TG06	33,426	39,001	5	6-24
ET08	82,591	123,887	Open Range	-----	TG07	35,309	41,261	5	6-24
JS01	42,441	55,169	Open Range	-----	TG08	37,193	43,396	5	6-24
JS02	50,930	66,209	Open Range	-----	TG09	39,202	45,631	5	6-24
JS03	61,116	79,450	Open Range	-----	TG10	40,935	47,740	5	6-24
MM	-----	180,000	-----	-----	TG11	42,868	49,950	5	6-24
OR01	40,543	52,705	Open Range	-----	TG12	44,702	52,135	5	6-24
OR02	44,212	57,476	Open Range	-----	TG13	46,460	54,320	5	6-24
OR03	48,836	63,484	Open Range	-----	TG14	48,343	56,379	5	6-24
OR04	53,778	69,907	Open Range	-----	TG15	50,277	58,815	5	6-24
OR05	59,085	76,814	Open Range	-----	TG16	52,186	60,850	5	6-24
OR06	64,950	87,683	Open Range	-----	TL01	25,138	29,282	5	6-24
OR07	70,815	99,433	Open Range	-----	TL02	26,369	30,789	5	6-24
OR08	76,703	111,219	Open Range	-----	TL03	29,558	34,481	5	6-24
OR09	82,591	123,887	Open Range	-----	TL04	32,572	38,147	5	6-24
OR10	90,094	139,646	Open Range	-----	TL05	34,707	40,558	5	6-24
OR11	97,597	156,156	Open Range	-----	TL06	36,791	42,919	5	6-24
OR12	106,198	175,226	Open Range	-----	TL07	38,800	45,405	5	6-24
OR13	114,798	195,156	Open Range	-----	TL08	40,935	47,740	5	6-24
PD	-----	166,526	-----	-----	TL09	43,069	50,176	5	6-24
PF01	-----	-----	-----	-----	TL10	45,028	52,587	5	6-24
PF02	-----	41,841	1	6	TL11	47,238	55,048	5	6-24
PF03	-----	46,494	1	6	TL12	49,197	57,334	5	6-24
PF04	49,836	64,783	10	12	TL13	51,281	59,795	5	6-24
PF05	55,047	71,559	10	12	TL14	53,290	62,155	5	6-24
PF06	60,618	78,803	10	12	TL15	55,325	64,541	5	6-24
PF07	63,649	82,744	10	12	TL16	57,309	66,852	5	6-24
PF08	66,601	86,586	10	12	TS01	37,168	43,572	5	6-24
PF09	69,931	90,908	10	12	TS02	38,649	45,304	5	6-24
PF10	73,217	95,181	10	12	TS03	40,734	47,439	5	6-24
PF11	79,826	103,775	10	12	TS04	42,517	49,674	5	6-24
PF12	85,414	111,036	10	12	TS05	44,350	51,733	5	6-24
PF13	93,094	145,225	Open Range	-----	TS06	46,284	54,119	5	6-24
PF14	110,012	180,391	Open Range	-----	TS07	48,243	56,229	5	6-24
PF15	129,402	219,951	Open Range	-----	TS08	49,950	58,363	5	6-24
PK01	41,841	53,986	10	12	TS09	51,985	60,598	5	6-24
PK02	44,212	57,476	10	12	TS10	53,768	62,758	5	6-24
PK03	56,478	76,246	10	12	TS11	55,827	65,044	5	6-24
PK04	64,950	87,683	10	12	TS12	57,685	67,379	5	6-24
HD01	125,130	206,464	Open Range	-----	TS13	60,372	70,393	5	6-24
HD02	131,386	216,787	Open Range	-----	TS14	63,461	74,009	5	6-24
HD03	136,391	225,046	Open Range	-----	TS15	67,354	78,479	5	6-24
HD04	143,211	236,298	Open Range	-----	TS16	71,724	83,678	5	6-24
SP1**	11.13	15.10	Open Range	-----	VM	-----	25,230	-----	-----
ST01	22,105	28,737	10	12-24					

* This is updated with rates as of 7/1/2020, as approved by the Metro Nashville Civil Service Commission.

** Works less than 40 hours per week