

## EXPLANATION OF PAY TYPES

### Trades & Labor Schedule (TLS):

A position is classified under the TLS if its primary duty involves the performance of physical work which requires knowledge or experience of a trade, craft, or of a manual-labor nature.

The TLS table has three separate sub-schedules: TG, which covers positions with worker responsibility, TL, which covers positions with lead responsibility, and TS, which covers positions with supervisory responsibility.

### Standard Range Schedule (SR):

A position is subject to the SR, 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.

### Public Safety Schedule (PS):

The PS schedule covers sworn members of the Metro Police Department and Emergency Medical Service, Fire Suppression, and other designated employees of the Fire Department.

### Special Pay Types:

Included in the pay plan are special pay types specifically designed for Correctional Officers (CO), Public Defender's Office (PD), Mayor (MM), Vice Mayor (VM), Council Members (CM), Judicial Assistants (JS), Departmental Directors (DP), School Crossing Guards (SP) and School Crossing Guard Supervisors (SS), Board of Education Member (BE), Emergency Telecommunications (ET)

### Open Range:

Employees in certain positions designated by the Civil Service Commission will be compensated on open range salary grades, which includes minimum and maximum salaries only. Employees may be compensated anywhere within this range, subject to provisions in the Open Range policy.

Employees eligible under the open range policy will be evaluated at the end of each fiscal year, and may receive raises effective July 1, based on these evaluations and other relevant criteria. Pay increases may range between 0% - 15%, including the general salary adjustment. These employees are also eligible for lump-sum bonuses throughout the year if funds are available in their department's budget.

### Bonus Plans:

Bonuses are a way to grant employees a pay increase without permanently increasing base pay. A lump-sum bonus as authorized by the Civil Service Commission, if applicable, and approved by the Department of Finance may be paid to employees up to a maximum of the equivalent of a two step increase from the employee's current pay.



## EXPLANATION OF PAY CALCULATIONS

Pay scales under SR and PS charts are based on annual salary. The monthly, semi-monthly, and bi-weekly rates are calculated by dividing the annual rate by 12, 24, and 26, respectively. Hourly Rates are approximate and are calculated assuming that an employee works a 40 hour week.

### SR/PS

When an employee on the SR or PS schedule 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.

Pay scales under the TG, TL, and TS are based on an hourly rate. The annual figure assumes that an employee works a 40 hour work week. The monthly, semi-monthly, and bi-weekly rates are calculated by dividing the annual rate by 12, 24, and 26 respectively.

### TLS

When an employee on the TLS schedule is promoted to a higher pay grade, the employee's pay will be adjusted to the step in the new pay grade which is closest to a 6% increase, but not less than a 5% increase.

Employees in positions eligible for Open Range pay may be compensated at any salary between the established minimum and maximum for their pay range. Employees' actual pay is based on an annual salary. The monthly, semi-monthly, and bi-weekly rates are calculated by dividing the annual rate by 12, 24 and 26 respectively. Hourly rates are approximate and are calculated assuming that an employee works a 40 hour week.

### Open Range

Employees eligible for the Open Range pay plan may receive up to 15% increase over their current salary when promoted to a higher pay grade. Increases of more than 10% require justification from the Appointing Authority.

### Reclassifications

Employees on any pay schedule who are reclassified are slotted into the new pay grade at the step which is closest to, but not less than, their current pay.

### Living Wage

New full-time employees will be hired at a step in the pay grade that is closest to the living wage rate if the base rate for the classification is below the Living Wage rate. The Human Resources Director will periodically conduct a review of the Living Wage rate and recommend adjustments to the Civil Service Commission.

FISCAL YEAR 2011 TRADES AND LABOR PAY TABLE

EFFECTIVE 7/1/2010

| TG-Worker Rates | Grade       | *Use for Bonuses Only |           |           |           |           |           | TL-Leader Rates | *Use for Bonuses Only |           |           |           |           |           | TS-Supervisor Rates | *Use for Bonuses Only |           |           |           |           |           |
|-----------------|-------------|-----------------------|-----------|-----------|-----------|-----------|-----------|-----------------|-----------------------|-----------|-----------|-----------|-----------|-----------|---------------------|-----------------------|-----------|-----------|-----------|-----------|-----------|
|                 |             | 1st                   | 2nd       | 3rd       | 4th       | 5th       | 6th       |                 | Grade                 | 1st       | 2nd       | 3rd       | 4th       | 5th       |                     | 6th                   | Grade     | 1st       | 2nd       | 3rd       | 4th       |
| HOURLY          | <u>TG01</u> | 9.29                  | 9.67      | 10.05     | 10.43     | 10.82     | 11.20     | <u>TL01</u>     | 10.21                 | 10.63     | 11.03     | 11.45     | 11.89     | 12.31     | <u>TS01</u>         | 15.10                 | 15.76     | 16.35     | 17.00     | 17.70     | 18.36     |
| SEMI-MONTHLY    |             | 805.32                | 838.03    | 870.74    | 904.33    | 937.92    | 970.63    |                 | 884.88                | 921.13    | 956.60    | 992.73    | 1,030.74  | 1,069.99  |                     | 1,308.32              | 1,365.78  | 1,417.05  | 1,473.63  | 1,533.74  | 1,591.20  |
| BI-WEEKLY       |             | 743.38                | 773.57    | 803.76    | 834.77    | 865.78    | 895.97    |                 | 816.82                | 850.27    | 882.10    | 916.37    | 951.46    | 984.91    |                     | 1,207.68              | 1,260.72  | 1,308.05  | 1,360.27  | 1,415.78  | 1,468.80  |
| ANNUAL          |             | 19,327.78             | 20,112.77 | 20,897.76 | 21,703.97 | 22,510.18 | 23,295.17 |                 | 21,237.22             | 22,107.07 | 22,934.50 | 23,825.57 | 24,737.86 | 25,607.71 |                     | 31,399.68             | 32,778.72 | 34,009.25 | 35,367.07 | 36,809.76 | 38,188.80 |
| HOURLY          | <u>TG02</u> | 9.76                  | 10.16     | 10.56     | 10.97     | 11.37     | 11.77     | <u>TL02</u>     | 10.71                 | 11.15     | 11.59     | 12.05     | 12.51     | 12.94     | <u>TS02</u>         | 15.70                 | 16.40     | 17.02     | 17.69     | 18.40     | 19.10     |
| SEMI-MONTHLY    |             | 845.99                | 880.46    | 914.94    | 950.30    | 985.66    | 1,020.14  |                 | 928.20                | 966.21    | 1,004.22  | 1,044.00  | 1,083.78  | 1,121.80  |                     | 1,360.48              | 1,421.47  | 1,475.40  | 1,532.86  | 1,594.74  | 1,655.73  |
| BI-WEEKLY       |             | 780.91                | 812.74    | 844.56    | 877.20    | 909.84    | 941.66    |                 | 856.80                | 891.69    | 926.98    | 963.70    | 1,000.42  | 1,035.50  |                     | 1,285.82              | 1,312.13  | 1,361.90  | 1,414.94  | 1,472.06  | 1,528.37  |
| ANNUAL          |             | 20,303.71             | 21,131.14 | 21,958.56 | 22,807.20 | 23,655.84 | 24,483.26 |                 | 22,276.80             | 23,189.09 | 24,101.38 | 25,056.10 | 26,010.82 | 26,923.10 |                     | 32,651.42             | 34,115.33 | 35,409.50 | 36,788.54 | 38,273.66 | 39,737.57 |
| HOURLY          | <u>TG03</u> | 10.93                 | 11.37     | 11.83     | 12.27     | 12.75     | 13.19     | <u>TL03</u>     | 12.01                 | 12.51     | 12.99     | 13.52     | 14.00     | 14.50     | <u>TS03</u>         | 16.54                 | 17.19     | 17.90     | 18.56     | 19.27     | 19.91     |
| SEMI-MONTHLY    |             | 947.65                | 985.66    | 1,025.44  | 1,063.45  | 1,105.00  | 1,143.01  |                 | 1,040.47              | 1,083.78  | 1,126.22  | 1,171.30  | 1,213.73  | 1,257.05  |                     | 1,433.85              | 1,489.54  | 1,551.42  | 1,608.88  | 1,669.88  | 1,725.57  |
| BI-WEEKLY       |             | 874.75                | 909.84    | 946.56    | 981.65    | 1,020.00  | 1,055.09  |                 | 960.43                | 1,000.42  | 1,039.58  | 1,081.20  | 1,120.37  | 1,160.35  |                     | 1,323.55              | 1,374.96  | 1,432.08  | 1,485.12  | 1,541.42  | 1,592.83  |
| ANNUAL          |             | 22,743.55             | 23,655.84 | 24,610.56 | 25,522.85 | 26,520.00 | 27,432.29 |                 | 24,971.23             | 26,010.82 | 27,029.18 | 28,111.20 | 29,129.57 | 30,169.15 |                     | 34,412.35             | 35,748.96 | 37,234.08 | 38,613.12 | 40,077.02 | 41,413.63 |
| HOURLY          | <u>TG04</u> | 12.02                 | 12.51     | 13.03     | 13.52     | 14.04     | 14.52     | <u>TL04</u>     | 13.23                 | 13.83     | 14.37     | 14.94     | 15.49     | 16.10     | <u>TS04</u>         | 17.27                 | 17.97     | 18.71     | 19.42     | 20.18     | 20.88     |
| SEMI-MONTHLY    |             | 1,041.35              | 1,083.78  | 1,128.87  | 1,171.30  | 1,216.38  | 1,258.82  |                 | 1,140.55              | 1,198.70  | 1,245.58  | 1,295.06  | 1,342.80  | 1,394.95  |                     | 1,498.81              | 1,557.61  | 1,621.26  | 1,683.14  | 1,748.55  | 1,808.55  |
| BI-WEEKLY       |             | 961.25                | 1,000.42  | 1,042.03  | 1,081.20  | 1,122.82  | 1,161.98  |                 | 1,058.35              | 1,106.50  | 1,149.74  | 1,195.44  | 1,239.50  | 1,287.85  |                     | 1,381.49              | 1,437.79  | 1,496.54  | 1,553.66  | 1,614.05  | 1,670.35  |
| ANNUAL          |             | 24,992.45             | 26,010.82 | 27,092.83 | 28,111.20 | 29,193.22 | 30,211.58 |                 | 27,517.15             | 28,768.90 | 29,893.34 | 31,081.44 | 32,227.10 | 33,478.85 |                     | 35,918.69             | 37,382.59 | 38,910.14 | 40,395.26 | 41,965.25 | 43,429.15 |
| HOURLY          | <u>TG05</u> | 12.80                 | 13.36     | 13.91     | 14.47     | 14.99     | 15.56     | <u>TL05</u>     | 14.10                 | 14.69     | 15.26     | 15.92     | 16.47     | 17.08     | <u>TS05</u>         | 18.01                 | 18.74     | 19.54     | 20.25     | 21.01     | 21.74     |
| SEMI-MONTHLY    |             | 1,109.42              | 1,168.04  | 1,205.78  | 1,254.40  | 1,299.48  | 1,421.47  |                 | 1,221.69              | 1,272.96  | 1,322.48  | 1,379.92  | 1,427.66  | 1,561.14  |                     | 1,561.14              | 1,623.91  | 1,693.74  | 1,754.74  | 1,821.04  | 1,883.80  |
| BI-WEEKLY       |             | 1,024.08              | 1,068.96  | 1,113.02  | 1,157.90  | 1,199.52  | 1,312.13  |                 | 1,127.71              | 1,175.04  | 1,220.74  | 1,273.78  | 1,317.84  | 1,441.06  |                     | 1,441.06              | 1,498.99  | 1,563.48  | 1,619.76  | 1,680.96  | 1,738.50  |
| ANNUAL          |             | 26,626.08             | 27,792.96 | 28,938.82 | 30,105.50 | 31,187.52 | 34,115.33 |                 | 29,320.51             | 30,551.04 | 31,739.14 | 33,118.18 | 34,283.84 | 37,467.46 |                     | 37,467.46             | 38,973.79 | 40,649.86 | 42,113.70 | 43,704.96 | 45,211.30 |
| HOURLY          | <u>TG06</u> | 13.58                 | 14.14     | 14.69     | 15.25     | 15.84     | 16.40     | <u>TL06</u>     | 14.94                 | 15.52     | 16.14     | 16.77     | 17.43     | 18.01     | <u>TS06</u>         | 18.80                 | 19.60     | 20.38     | 21.14     | 21.98     | 22.79     |
| SEMI-MONTHLY    |             | 1,176.60              | 1,225.22  | 1,272.96  | 1,321.58  | 1,372.85  | 1,421.47  |                 | 1,295.06              | 1,345.45  | 1,398.49  | 1,453.30  | 1,510.76  | 1,561.14  |                     | 1,629.21              | 1,699.05  | 1,766.23  | 1,832.53  | 1,905.02  | 1,974.86  |
| BI-WEEKLY       |             | 1,086.10              | 1,130.58  | 1,175.04  | 1,219.92  | 1,267.25  | 1,312.13  |                 | 1,195.44              | 1,241.95  | 1,290.91  | 1,341.50  | 1,394.54  | 1,441.06  |                     | 1,503.89              | 1,568.36  | 1,630.37  | 1,691.57  | 1,756.48  | 1,822.94  |
| ANNUAL          |             | 28,238.50             | 29,405.38 | 30,551.04 | 31,717.92 | 32,948.45 | 34,115.33 |                 | 31,681.44             | 32,290.75 | 33,563.71 | 34,879.10 | 36,258.14 | 37,467.46 |                     | 39,101.09             | 40,777.15 | 42,389.57 | 43,980.77 | 45,720.48 | 47,396.54 |
| HOURLY          | <u>TG07</u> | 14.34                 | 14.99     | 15.56     | 16.18     | 16.76     | 17.41     | <u>TL07</u>     | 15.76                 | 16.43     | 17.04     | 17.71     | 18.44     | 19.11     | <u>TS07</u>         | 19.59                 | 20.38     | 21.20     | 22.02     | 22.84     | 23.62     |
| SEMI-MONTHLY    |             | 1,242.80              | 1,299.48  | 1,348.10  | 1,400.26  | 1,452.41  | 1,508.99  |                 | 1,365.78              | 1,424.12  | 1,477.16  | 1,534.62  | 1,598.27  | 1,656.62  |                     | 1,698.16              | 1,766.23  | 1,838.95  | 1,908.56  | 1,979.28  | 2,047.34  |
| BI-WEEKLY       |             | 1,147.30              | 1,199.52  | 1,244.40  | 1,292.54  | 1,340.69  | 1,392.91  |                 | 1,260.72              | 1,314.58  | 1,363.54  | 1,416.58  | 1,475.33  | 1,529.18  |                     | 1,567.54              | 1,630.37  | 1,695.65  | 1,761.74  | 1,827.02  | 1,889.86  |
| ANNUAL          |             | 29,829.70             | 31,187.52 | 32,354.40 | 33,606.14 | 34,857.89 | 36,215.71 |                 | 32,778.72             | 34,178.98 | 35,451.94 | 36,830.98 | 38,358.53 | 39,758.78 |                     | 40,755.94             | 42,389.57 | 44,086.85 | 45,805.34 | 47,502.62 | 49,136.26 |
| HOURLY          | <u>TG08</u> | 15.11                 | 15.75     | 16.39     | 17.00     | 17.63     | 18.27     | <u>TL08</u>     | 16.63                 | 17.36     | 18.01     | 18.71     | 19.39     | 20.12     | <u>TS08</u>         | 20.29                 | 21.14     | 22.02     | 22.84     | 23.70     | 24.56     |
| SEMI-MONTHLY    |             | 1,309.20              | 1,364.90  | 1,420.59  | 1,473.63  | 1,527.55  | 1,683.24  |                 | 1,440.92              | 1,504.57  | 1,561.14  | 1,621.26  | 1,680.48  | 1,744.13  |                     | 1,758.28              | 1,832.53  | 1,908.56  | 1,979.28  | 2,054.42  | 2,128.67  |
| BI-WEEKLY       |             | 1,208.50              | 1,259.50  | 1,311.31  | 1,360.27  | 1,410.05  | 1,461.46  |                 | 1,330.08              | 1,388.83  | 1,441.06  | 1,496.84  | 1,551.22  | 1,609.97  |                     | 1,623.02              | 1,691.97  | 1,761.74  | 1,827.02  | 1,896.38  | 1,964.93  |
| ANNUAL          |             | 31,420.80             | 32,767.50 | 34,094.11 | 35,367.07 | 36,661.25 | 37,997.86 |                 | 34,582.08             | 36,109.63 | 37,467.46 | 38,910.14 | 40,331.62 | 41,859.17 |                     | 42,198.62             | 43,980.77 | 45,805.34 | 47,502.62 | 49,305.58 | 51,088.13 |

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Note: Steps may vary slightly due to rounding

FISCAL YEAR 2011 TRADES AND LABOR PAY TABLE

EFFECTIVE 7/1/2010

| TG-Worker Rates | Grade       | *Use for Bonuses Only |           |           |           |           |           | TL-Leader Rates | Grade     | *Use for Bonuses Only |           |           |           |           |             | TS-Supervisor Rates | Grade     | *Use for Bonuses Only |           |           |           |     |     |
|-----------------|-------------|-----------------------|-----------|-----------|-----------|-----------|-----------|-----------------|-----------|-----------------------|-----------|-----------|-----------|-----------|-------------|---------------------|-----------|-----------------------|-----------|-----------|-----------|-----|-----|
|                 |             | 1st                   | 2nd       | 3rd       | 4th       | 5th       | 6th       |                 |           | 1st                   | 2nd       | 3rd       | 4th       | 5th       | 6th         |                     |           | 1st                   | 2nd       | 3rd       | 4th       | 5th | 6th |
| HOURLY          | <u>TG09</u> | 15.92                 | 16.56     | 17.20     | 17.90     | 18.53     | 19.18     | <u>TL09</u>     | 17.49     | 18.22                 | 18.91     | 19.64     | 20.38     | 21.10     | <u>TS09</u> | 21.11               | 22.00     | 22.84                 | 23.77     | 24.61     | 25.50     |     |     |
| SEMI-MONTHLY    |             | 1,379.92              | 1,435.62  | 1,490.42  | 1,551.42  | 1,606.23  | 1,661.92  |                 | 1,516.06  | 1,578.82              | 1,638.94  | 1,701.70  | 1,766.23  | 1,829.00  |             | 1,829.88            | 1,908.79  | 1,979.28              | 2,059.72  | 2,133.09  | 2,210.00  |     |     |
| BI-WEEKLY       |             | 1,273.78              | 1,325.18  | 1,375.78  | 1,432.08  | 1,482.67  | 1,534.08  |                 | 1,399.44  | 1,457.38              | 1,512.86  | 1,570.80  | 1,630.37  | 1,688.30  |             | 1,689.12            | 1,760.11  | 1,827.02              | 1,901.28  | 1,969.01  | 2,040.00  |     |     |
| ANNUAL          |             | 33,118.18             | 34,454.78 | 35,770.18 | 37,234.08 | 38,549.47 | 39,886.08 |                 | 36,385.44 | 37,891.78             | 39,334.48 | 40,840.80 | 42,389.57 | 43,895.90 |             | 43,917.12           | 45,762.91 | 47,502.82             | 49,433.28 | 51,194.21 | 53,040.00 |     |     |
| HOURLY          | <u>TG10</u> | 16.63                 | 17.36     | 18.01     | 18.71     | 19.39     | 20.12     | <u>TL10</u>     | 18.28     | 19.13                 | 19.85     | 20.60     | 21.36     | 22.20     | <u>TS10</u> | 21.84               | 22.77     | 23.65                 | 24.60     | 25.49     | 26.42     |     |     |
| SEMI-MONTHLY    |             | 1,446.92              | 1,504.57  | 1,561.14  | 1,621.26  | 1,680.48  | 1,744.13  |                 | 1,585.01  | 1,657.50              | 1,720.26  | 1,785.68  | 1,851.10  | 1,923.58  |             | 1,892.64            | 1,973.09  | 2,050.00              | 2,132.21  | 2,209.12  | 2,289.56  |     |     |
| BI-WEEKLY       |             | 1,330.08              | 1,388.83  | 1,441.06  | 1,496.54  | 1,551.22  | 1,609.97  |                 | 1,463.09  | 1,530.00              | 1,587.94  | 1,648.32  | 1,708.70  | 1,776.62  |             | 1,747.06            | 1,821.31  | 1,892.30              | 1,968.19  | 2,039.18  | 2,113.44  |     |     |
| ANNUAL          |             | 34,582.08             | 36,109.63 | 37,467.46 | 38,910.14 | 40,331.82 | 41,859.17 |                 | 38,040.29 | 39,780.00             | 41,286.34 | 42,856.32 | 44,426.30 | 46,166.02 |             | 45,423.46           | 47,354.11 | 49,199.90             | 51,172.99 | 53,018.78 | 54,949.44 |     |     |
| HOURLY          | <u>TG11</u> | 17.41                 | 18.12     | 18.83     | 19.59     | 20.29     | 20.99     | <u>TL11</u>     | 19.19     | 19.97                 | 20.74     | 21.60     | 22.36     | 23.14     | <u>TS11</u> | 22.67               | 23.57     | 24.55                 | 25.47     | 26.42     | 27.32     |     |     |
| SEMI-MONTHLY    |             | 1,508.99              | 1,569.98  | 1,631.86  | 1,698.16  | 1,758.28  | 1,819.27  |                 | 1,662.80  | 1,730.87              | 1,797.17  | 1,872.31  | 1,937.73  | 2,005.80  |             | 1,965.13            | 2,042.92  | 2,127.79              | 2,207.35  | 2,289.56  | 2,367.35  |     |     |
| BI-WEEKLY       |             | 1,392.91              | 1,446.22  | 1,506.34  | 1,567.54  | 1,623.02  | 1,679.33  |                 | 1,534.90  | 1,597.73              | 1,658.93  | 1,728.29  | 1,788.67  | 1,851.59  |             | 1,813.97            | 1,885.78  | 1,964.11              | 2,037.55  | 2,113.44  | 2,185.25  |     |     |
| ANNUAL          |             | 36,218.71             | 37,879.62 | 39,164.74 | 40,755.94 | 42,198.62 | 43,662.53 |                 | 39,807.30 | 41,540.93             | 43,132.13 | 44,935.49 | 46,505.47 | 48,139.10 |             | 47,163.17           | 49,030.18 | 51,088.91             | 52,976.35 | 54,949.44 | 56,816.45 |     |     |
| HOURLY          | <u>TG12</u> | 18.18                 | 18.88     | 19.64     | 20.40     | 21.18     | 21.90     | <u>TL12</u>     | 19.98     | 20.83                 | 21.65     | 22.47     | 23.29     | 24.13     | <u>TS12</u> | 23.43               | 24.41     | 25.41                 | 26.37     | 27.37     | 28.35     |     |     |
| SEMI-MONTHLY    |             | 1,573.52              | 1,636.28  | 1,701.70  | 1,768.00  | 1,835.18  | 1,897.95  |                 | 1,731.76  | 1,805.13              | 1,876.73  | 1,947.45  | 2,018.17  | 2,091.54  |             | 2,030.55            | 2,115.41  | 2,202.04              | 2,285.14  | 2,371.77  | 2,458.64  |     |     |
| BI-WEEKLY       |             | 1,452.48              | 1,510.42  | 1,570.80  | 1,632.00  | 1,694.02  | 1,751.95  |                 | 1,598.54  | 1,666.27              | 1,732.37  | 1,797.65  | 1,862.93  | 1,930.66  |             | 1,874.35            | 1,952.69  | 2,032.66              | 2,109.36  | 2,189.33  | 2,267.96  |     |     |
| ANNUAL          |             | 37,764.48             | 39,270.82 | 40,840.80 | 42,432.00 | 44,044.42 | 45,590.75 |                 | 41,562.14 | 43,323.07             | 45,041.57 | 46,738.85 | 48,436.13 | 50,197.06 |             | 48,733.15           | 50,769.89 | 52,849.06             | 54,843.38 | 56,922.53 | 58,959.26 |     |     |
| HOURLY          | <u>TG13</u> | 18.87                 | 19.85     | 20.47     | 21.27     | 22.06     | 22.84     | <u>TL13</u>     | 20.83     | 21.70                 | 22.58     | 23.43     | 24.29     | 25.15     | <u>TS13</u> | 24.52               | 25.49     | 26.53                 | 27.52     | 28.59     | 29.56     |     |     |
| SEMI-MONTHLY    |             | 1,635.40              | 1,702.58  | 1,774.19  | 1,843.14  | 1,912.09  | 1,979.28  |                 | 1,805.13  | 1,880.27              | 1,957.18  | 2,030.55  | 2,104.80  | 2,179.94  |             | 2,125.14            | 2,209.12  | 2,299.28              | 2,385.03  | 2,477.85  | 2,561.83  |     |     |
| BI-WEEKLY       |             | 1,509.60              | 1,571.62  | 1,637.71  | 1,701.36  | 1,765.01  | 1,827.02  |                 | 1,666.27  | 1,735.63              | 1,808.62  | 1,874.35  | 1,942.90  | 2,012.26  |             | 1,961.68            | 2,039.18  | 2,122.42              | 2,201.57  | 2,287.25  | 2,364.77  |     |     |
| ANNUAL          |             | 39,249.60             | 40,862.92 | 42,580.51 | 44,235.36 | 45,890.21 | 47,502.62 |                 | 43,323.07 | 45,126.43             | 46,972.22 | 48,733.15 | 50,515.30 | 52,318.66 |             | 51,003.26           | 53,018.78 | 55,182.82             | 57,240.77 | 59,468.45 | 61,483.97 |     |     |
| HOURLY          | <u>TG14</u> | 19.64                 | 20.47     | 21.29     | 22.13     | 22.90     | 23.74     | <u>TL14</u>     | 21.64     | 22.60                 | 23.43     | 24.36     | 25.25     | 26.10     | <u>TS14</u> | 25.78               | 26.88     | 27.96                 | 29.03     | 30.08     | 31.16     |     |     |
| SEMI-MONTHLY    |             | 1,701.70              | 1,774.19  | 1,844.91  | 1,918.28  | 1,984.58  | 2,057.07  |                 | 1,876.85  | 1,950.10              | 2,030.55  | 2,110.99  | 2,187.90  | 2,262.16  |             | 2,233.87            | 2,329.34  | 2,423.04              | 2,515.86  | 2,605.15  | 2,700.62  |     |     |
| BI-WEEKLY       |             | 1,570.80              | 1,637.71  | 1,702.99  | 1,770.72  | 1,831.92  | 1,898.83  |                 | 1,731.55  | 1,800.10              | 1,874.35  | 1,948.61  | 2,019.60  | 2,088.14  |             | 2,062.03            | 2,160.16  | 2,236.86              | 2,322.34  | 2,404.75  | 2,492.88  |     |     |
| ANNUAL          |             | 40,840.80             | 42,580.51 | 44,277.79 | 46,038.72 | 47,829.92 | 49,369.63 |                 | 45,020.35 | 46,602.50             | 48,733.15 | 50,663.81 | 52,509.60 | 54,291.74 |             | 53,612.83           | 55,904.16 | 58,153.06             | 60,380.74 | 62,523.55 | 64,614.68 |     |     |
| HOURLY          | <u>TG15</u> | 20.42                 | 21.31     | 22.15     | 23.01     | 23.89     | 24.78     | <u>TL15</u>     | 22.47     | 23.43                 | 24.37     | 25.31     | 26.21     | 27.17     | <u>TS15</u> | 27.38               | 28.49     | 29.60                 | 30.75     | 31.88     | 33.01     |     |     |
| SEMI-MONTHLY    |             | 1,769.77              | 1,846.68  | 1,920.05  | 1,994.30  | 2,070.33  | 2,147.24  |                 | 1,947.45  | 2,030.55              | 2,111.88  | 2,193.20  | 2,271.85  | 2,354.68  |             | 2,370.89            | 2,469.01  | 2,565.37              | 2,665.25  | 2,762.58  | 2,860.62  |     |     |
| BI-WEEKLY       |             | 1,633.63              | 1,704.62  | 1,772.35  | 1,840.50  | 1,911.07  | 1,982.06  |                 | 1,797.65  | 1,874.35              | 1,949.42  | 2,024.50  | 2,097.12  | 2,173.82  |             | 2,188.51            | 2,279.09  | 2,368.03              | 2,460.24  | 2,550.00  | 2,640.58  |     |     |
| ANNUAL          |             | 42,474.43             | 44,320.22 | 46,081.15 | 47,863.30 | 49,687.87 | 51,533.65 |                 | 46,738.85 | 48,733.15             | 50,685.02 | 52,636.90 | 54,526.12 | 56,519.42 |             | 56,901.31           | 59,256.29 | 61,568.83             | 63,966.24 | 66,300.00 | 68,654.98 |     |     |
| HOURLY          | <u>TG16</u> | 21.20                 | 22.07     | 22.93     | 23.88     | 24.71     | 25.59     | <u>TL16</u>     | 23.28     | 24.28                 | 25.26     | 26.19     | 27.15     | 28.15     | <u>TS16</u> | 29.13               | 30.36     | 31.56                 | 32.77     | 33.99     | 35.21     |     |     |
| SEMI-MONTHLY    |             | 1,836.95              | 1,912.98  | 1,987.23  | 2,069.44  | 2,141.93  | 2,217.98  |                 | 2,017.29  | 2,103.52              | 2,188.78  | 2,270.11  | 2,353.21  | 2,439.84  |             | 2,524.70            | 2,630.78  | 2,735.10              | 2,840.29  | 2,945.49  | 3,051.57  |     |     |
| BI-WEEKLY       |             | 1,695.65              | 1,765.82  | 1,834.37  | 1,910.26  | 1,977.17  | 2,047.34  |                 | 1,862.11  | 1,942.08              | 2,020.42  | 2,095.49  | 2,172.19  | 2,252.16  |             | 2,330.50            | 2,428.42  | 2,524.70              | 2,621.81  | 2,718.91  | 2,816.83  |     |     |
| ANNUAL          |             | 44,086.85             | 45,911.42 | 47,693.57 | 49,666.66 | 51,406.37 | 53,230.94 |                 | 48,414.91 | 50,494.06             | 52,530.82 | 54,482.69 | 56,476.99 | 58,556.16 |             | 60,592.90           | 63,138.82 | 65,642.30             | 68,167.01 | 70,691.71 | 73,237.83 |     |     |

There are no step increases for FY11, all current and future increment dates will be advanced one year

Note: Steps may vary slightly due to rounding

| Standard Range FY11 |       |           |           |           |           |           |           |           |           |           |           | Use for Calculation Purposes Only |           |           |
|---------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------------------------------|-----------|-----------|
|                     | GRADE | 1st       | 2nd       | 3rd       | 4th       | 5th       | 6th       | 7th       | 8th       | 9th       | 10th      | Steps                             | 11th      | 12th      |
| HOURLY              |       | 7.72      | 7.98      | 8.23      | 8.49      | 8.75      | 9.01      | 9.26      | 9.52      | 9.78      | 10.03     |                                   | 10.29     | 10.55     |
| SEMI-MONTHLY        |       | 669.00    | 691.29    | 713.58    | 735.88    | 758.17    | 780.46    | 802.75    | 825.04    | 847.33    | 869.63    |                                   | 891.92    | 914.21    |
| BI-WEEKLY           |       | 617.54    | 638.12    | 658.69    | 679.27    | 699.85    | 720.42    | 741.00    | 761.58    | 782.15    | 802.73    |                                   | 823.31    | 843.88    |
| ANNUAL              | SR01  | 16,056.00 | 16,591.00 | 17,126.00 | 17,661.00 | 18,196.00 | 18,731.00 | 19,266.00 | 19,801.00 | 20,336.00 | 20,871.00 | 535.00                            | 21,406.00 | 21,941.00 |
| HOURLY              |       | 8.50      | 8.78      | 9.06      | 9.35      | 9.63      | 9.91      | 10.20     | 10.48     | 10.76     | 11.04     |                                   | 11.33     | 11.61     |
| SEMI-MONTHLY        |       | 736.33    | 760.88    | 785.42    | 809.96    | 834.50    | 859.04    | 883.58    | 908.13    | 932.67    | 957.21    |                                   | 981.75    | 1,006.29  |
| BI-WEEKLY           |       | 679.69    | 702.35    | 725.00    | 747.65    | 770.31    | 792.96    | 815.62    | 838.27    | 860.92    | 883.58    |                                   | 906.23    | 928.88    |
| ANNUAL              | SR02  | 17,672.00 | 18,261.00 | 18,850.00 | 19,439.00 | 20,028.00 | 20,617.00 | 21,206.00 | 21,795.00 | 22,384.00 | 22,973.00 | 589.00                            | 23,562.00 | 24,151.00 |
| HOURLY              |       | 9.55      | 9.87      | 10.19     | 10.51     | 10.82     | 11.14     | 11.46     | 11.78     | 12.10     | 12.42     |                                   | 12.73     | 13.05     |
| SEMI-MONTHLY        |       | 827.75    | 855.33    | 882.92    | 910.50    | 938.08    | 965.67    | 993.25    | 1,020.83  | 1,048.42  | 1,076.00  |                                   | 1,103.58  | 1,131.17  |
| BI-WEEKLY           |       | 764.08    | 789.54    | 815.00    | 840.46    | 865.92    | 891.38    | 916.85    | 942.31    | 967.77    | 993.23    |                                   | 1,018.69  | 1,044.15  |
| ANNUAL              | SR03  | 19,866.00 | 20,528.00 | 21,190.00 | 21,852.00 | 22,514.00 | 23,176.00 | 23,838.00 | 24,500.00 | 25,162.00 | 25,824.00 | 662.00                            | 26,486.00 | 27,148.00 |
| HOURLY              |       | 10.42     | 10.77     | 11.12     | 11.47     | 11.81     | 12.16     | 12.51     | 12.86     | 13.20     | 13.55     |                                   | 13.90     | 14.25     |
| SEMI-MONTHLY        |       | 903.29    | 933.42    | 963.54    | 993.67    | 1,023.79  | 1,053.92  | 1,084.04  | 1,114.17  | 1,144.29  | 1,174.42  |                                   | 1,204.54  | 1,234.67  |
| BI-WEEKLY           |       | 833.81    | 861.62    | 889.42    | 917.23    | 945.04    | 972.85    | 1,000.65  | 1,028.46  | 1,056.27  | 1,084.08  |                                   | 1,111.88  | 1,139.69  |
| ANNUAL              | SR04  | 21,679.00 | 22,402.00 | 23,125.00 | 23,848.00 | 24,571.00 | 25,294.00 | 26,017.00 | 26,740.00 | 27,463.00 | 28,186.00 | 723.00                            | 28,909.00 | 29,632.00 |
| HOURLY              |       | 11.70     | 12.09     | 12.48     | 12.87     | 13.26     | 13.65     | 14.04     | 14.43     | 14.82     | 15.21     |                                   | 15.60     | 15.99     |
| SEMI-MONTHLY        |       | 1,014.00  | 1,047.79  | 1,081.58  | 1,115.38  | 1,149.17  | 1,182.96  | 1,216.75  | 1,250.54  | 1,284.33  | 1,318.13  |                                   | 1,351.92  | 1,385.71  |
| BI-WEEKLY           |       | 936.00    | 967.19    | 998.38    | 1,029.58  | 1,060.77  | 1,091.96  | 1,123.15  | 1,154.35  | 1,185.54  | 1,216.73  |                                   | 1,247.92  | 1,279.12  |
| ANNUAL              | SR05  | 24,336.00 | 25,147.00 | 25,958.00 | 26,769.00 | 27,580.00 | 28,391.00 | 29,202.00 | 30,013.00 | 30,824.00 | 31,635.00 | 811.00                            | 32,446.00 | 33,257.00 |
| HOURLY              |       | 13.09     | 13.53     | 13.96     | 14.40     | 14.84     | 15.27     | 15.71     | 16.15     | 16.58     | 17.02     |                                   | 17.45     | 17.89     |
| SEMI-MONTHLY        |       | 1,134.42  | 1,172.25  | 1,210.08  | 1,247.92  | 1,285.75  | 1,323.58  | 1,361.42  | 1,399.25  | 1,437.08  | 1,474.92  |                                   | 1,512.75  | 1,550.58  |
| BI-WEEKLY           |       | 1,047.15  | 1,082.08  | 1,117.00  | 1,151.92  | 1,186.85  | 1,221.77  | 1,256.69  | 1,291.62  | 1,326.54  | 1,361.46  |                                   | 1,396.38  | 1,431.31  |
| ANNUAL              | SR06  | 27,226.00 | 28,134.00 | 29,042.00 | 29,950.00 | 30,858.00 | 31,766.00 | 32,674.00 | 33,582.00 | 34,490.00 | 35,398.00 | 908.00                            | 36,306.00 | 37,214.00 |
| HOURLY              |       | 14.59     | 15.08     | 15.56     | 16.05     | 16.54     | 17.02     | 17.51     | 18.00     | 18.48     | 18.97     |                                   | 19.46     | 19.94     |
| SEMI-MONTHLY        |       | 1,264.54  | 1,306.71  | 1,348.88  | 1,391.04  | 1,433.21  | 1,475.38  | 1,517.54  | 1,559.71  | 1,601.88  | 1,644.04  |                                   | 1,686.21  | 1,728.38  |
| BI-WEEKLY           |       | 1,167.27  | 1,206.19  | 1,245.12  | 1,284.04  | 1,322.96  | 1,361.88  | 1,400.81  | 1,439.73  | 1,478.65  | 1,517.58  |                                   | 1,556.50  | 1,595.42  |
| ANNUAL              | SR07  | 30,349.00 | 31,361.00 | 32,373.00 | 33,385.00 | 34,397.00 | 35,409.00 | 36,421.00 | 37,433.00 | 38,445.00 | 39,457.00 | 1,012.00                          | 40,469.00 | 41,481.00 |

There are no step increases for FY11, all current and future increment dates will be advanced one year. SR04 Step 1 is frozen for full time

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2011 STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2010

| GRADE        | 1st      | 2nd       | 3rd       | 4th       | 5th       | 6th       | 7th       | 8th       | 9th       | 10th      | Steps    | 11th      | 12th      |
|--------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|-----------|
| HOURLY       | 16.21    | 16.75     | 17.29     | 17.83     | 18.38     | 18.92     | 19.46     | 20.00     | 20.54     | 21.08     |          | 21.62     | 22.16     |
| SEMI-MONTHLY | 1,405.17 | 1,452.00  | 1,498.83  | 1,545.67  | 1,592.50  | 1,639.33  | 1,686.17  | 1,733.00  | 1,779.83  | 1,826.67  |          | 1,873.50  | 1,920.33  |
| BI-WEEKLY    | 1,297.08 | 1,340.31  | 1,383.54  | 1,426.77  | 1,470.00  | 1,513.23  | 1,556.46  | 1,599.69  | 1,642.92  | 1,686.15  |          | 1,729.38  | 1,772.62  |
| ANNUAL       | SR08     | 33,724.00 | 34,848.00 | 35,972.00 | 37,096.00 | 38,220.00 | 39,344.00 | 40,468.00 | 41,592.00 | 42,716.00 | 1,124.00 | 44,964.00 | 46,088.00 |
| HOURLY       | 17.96    | 18.56     | 19.15     | 19.75     | 20.35     | 20.95     | 21.55     | 22.15     | 22.75     | 23.34     |          | 23.94     | 24.54     |
| SEMI-MONTHLY | 1,556.29 | 1,608.17  | 1,660.04  | 1,711.92  | 1,763.79  | 1,815.67  | 1,867.54  | 1,919.42  | 1,971.29  | 2,023.17  |          | 2,075.04  | 2,126.92  |
| BI-WEEKLY    | 1,436.58 | 1,484.46  | 1,532.35  | 1,580.23  | 1,628.12  | 1,676.00  | 1,723.88  | 1,771.77  | 1,819.65  | 1,867.54  |          | 1,915.42  | 1,963.31  |
| ANNUAL       | SR09     | 37,351.00 | 38,596.00 | 39,841.00 | 41,086.00 | 42,331.00 | 43,576.00 | 44,821.00 | 46,066.00 | 47,311.00 | 1,245.00 | 49,801.00 | 51,046.00 |
| HOURLY       | 19.84    | 20.50     | 21.16     | 21.82     | 22.48     | 23.14     | 23.80     | 24.46     | 25.12     | 25.78     |          | 26.45     | 27.11     |
| SEMI-MONTHLY | 1,719.04 | 1,776.33  | 1,833.63  | 1,890.92  | 1,948.21  | 2,005.50  | 2,062.79  | 2,120.08  | 2,177.38  | 2,234.67  |          | 2,291.96  | 2,349.25  |
| BI-WEEKLY    | 1,586.81 | 1,639.69  | 1,692.58  | 1,745.46  | 1,798.35  | 1,851.23  | 1,904.12  | 1,957.00  | 2,009.88  | 2,062.77  |          | 2,115.65  | 2,168.54  |
| ANNUAL       | SR10     | 41,257.00 | 42,632.00 | 44,007.00 | 45,382.00 | 46,757.00 | 48,132.00 | 49,507.00 | 50,882.00 | 52,257.00 | 1,375.00 | 55,007.00 | 56,382.00 |
| HOURLY       | 21.84    | 22.57     | 23.30     | 24.03     | 24.75     | 25.48     | 26.21     | 26.94     | 27.67     | 28.39     |          | 29.12     | 29.85     |
| SEMI-MONTHLY | 1,893.00 | 1,956.08  | 2,019.17  | 2,082.25  | 2,145.33  | 2,208.42  | 2,271.50  | 2,334.58  | 2,397.67  | 2,460.75  |          | 2,523.83  | 2,586.92  |
| BI-WEEKLY    | 1,747.38 | 1,805.62  | 1,863.85  | 1,922.08  | 1,980.31  | 2,038.54  | 2,096.77  | 2,155.00  | 2,213.23  | 2,271.46  |          | 2,329.69  | 2,387.92  |
| ANNUAL       | SR11     | 45,432.00 | 46,946.00 | 48,460.00 | 49,974.00 | 51,488.00 | 53,002.00 | 54,516.00 | 56,030.00 | 57,544.00 | 1,514.00 | 60,572.00 | 62,086.00 |

There are no step increases for FY11, all current and future increment dates will be advanced one year

|              | Minimum  | Control   | Maximum    |
|--------------|----------|-----------|------------|
| SEMI-MONTHLY | 2,079.83 | 2,357.21  | 2,703.98   |
| BI-WEEKLY    | 1,919.85 | 2,175.88  | 2,495.88   |
| ANNUAL       | SR12     | 49,916.00 | 56,573.00  |
| SEMI-MONTHLY | 2,492.71 | 2,825.04  | 3,500.08   |
| BI-WEEKLY    | 2,300.96 | 2,607.73  | 3,230.85   |
| ANNUAL       | SR13     | 59,825.00 | 67,801.00  |
| SEMI-MONTHLY | 2,964.25 | 3,359.46  | 4,399.33   |
| BI-WEEKLY    | 2,736.23 | 3,101.04  | 4,060.92   |
| ANNUAL       | SR14     | 71,142.00 | 80,627.00  |
| SEMI-MONTHLY | 3,502.83 | 3,969.88  | 5,480.33   |
| BI-WEEKLY    | 3,233.38 | 3,664.50  | 5,058.77   |
| ANNUAL       | SR15     | 84,068.00 | 95,277.00  |
| SEMI-MONTHLY | 4,120.17 | 4,669.50  | 6,776.79   |
| MONTHLY      | 3,803.23 | 4,310.31  | 6,255.50   |
| ANNUAL       | SR16     | 98,884.00 | 112,068.00 |

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2011 METRO PUBLIC SAFETY PAY TABLE

EFFECTIVE 7/1/2010

|              |          |           |           |           |           |           |           |           |           |           | Use for Calculation Purposes Only |           |           |
|--------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------------------------------|-----------|-----------|
| GRADE        | 1st      | 2nd       | 3rd       | 4th       | 5th       | 6th       | 7th       | 8th       | 9th       | 10th      | 11th                              | 12th      |           |
| HOURLY       | 14.76    | 15.25     | 15.74     | 16.23     | 16.72     | 17.21     | 17.71     | 18.20     | 18.69     | 19.18     | 19.67                             | 20.17     |           |
| SEMI-MONTHLY | 1,278.79 | 1,321.42  | 1,364.04  | 1,406.67  | 1,449.29  | 1,491.92  | 1,534.54  | 1,577.17  | 1,619.79  | 1,662.42  | 1,705.04                          | 1,747.67  |           |
| MONTHLY      | 2,557.58 | 2,642.83  | 2,728.08  | 2,813.33  | 2,898.58  | 2,983.83  | 3,069.08  | 3,154.33  | 3,239.58  | 3,324.83  | 3,410.08                          | 3,495.33  |           |
| ANNUAL       | PS01     | 30,691.00 | 31,714.00 | 32,737.00 | 33,760.00 | 34,783.00 | 35,806.00 | 36,829.00 | 37,852.00 | 38,875.00 | 39,898.00                         | 40,921.00 | 41,944.00 |
| HOURLY       | 16.45    | 16.99     | 17.54     | 18.09     | 18.64     | 19.19     | 19.73     | 20.28     | 20.83     | 21.38     | 21.93                             | 22.48     |           |
| SEMI-MONTHLY | 1,425.33 | 1,472.83  | 1,520.33  | 1,567.83  | 1,615.33  | 1,662.83  | 1,710.33  | 1,757.83  | 1,805.33  | 1,852.83  | 1,900.33                          | 1,947.83  |           |
| MONTHLY      | 2,850.67 | 2,945.67  | 3,040.67  | 3,135.67  | 3,230.67  | 3,325.67  | 3,420.67  | 3,515.67  | 3,610.67  | 3,705.67  | 3,800.67                          | 3,895.67  |           |
| ANNUAL       | PS02     | 34,208.00 | 35,348.00 | 36,488.00 | 37,628.00 | 38,768.00 | 39,908.00 | 41,048.00 | 42,188.00 | 43,328.00 | 44,468.00                         | 45,608.00 | 46,748.00 |
| HOURLY       | 18.28    | 18.88     | 19.49     | 20.10     | 20.71     | 21.32     | 21.93     | 22.54     | 23.15     | 23.76     | 24.37                             | 24.98     |           |
| SEMI-MONTHLY | 1,583.83 | 1,636.63  | 1,689.42  | 1,742.21  | 1,795.00  | 1,847.79  | 1,900.58  | 1,953.38  | 2,006.17  | 2,058.96  | 2,111.75                          | 2,164.54  |           |
| MONTHLY      | 3,167.67 | 3,273.25  | 3,378.83  | 3,484.42  | 3,590.00  | 3,695.58  | 3,801.17  | 3,906.75  | 4,012.33  | 4,117.92  | 4,223.50                          | 4,329.08  |           |
| ANNUAL       | PS03     | 38,012.00 | 39,279.00 | 40,546.00 | 41,813.00 | 43,080.00 | 44,347.00 | 45,614.00 | 46,881.00 | 48,148.00 | 49,415.00                         | 50,682.00 | 51,949.00 |
| HOURLY       | 20.24    | 20.92     | 21.59     | 22.26     | 22.94     | 23.61     | 24.29     | 24.96     | 25.64     | 26.31     | 26.99                             | 27.66     |           |
| SEMI-MONTHLY | 1,754.25 | 1,812.71  | 1,871.17  | 1,929.63  | 1,988.08  | 2,046.54  | 2,105.00  | 2,163.46  | 2,221.92  | 2,280.38  | 2,338.83                          | 2,397.29  |           |
| MONTHLY      | 3,508.50 | 3,625.42  | 3,742.33  | 3,859.25  | 3,976.17  | 4,093.08  | 4,210.00  | 4,326.92  | 4,443.83  | 4,560.75  | 4,677.67                          | 4,794.58  |           |
| ANNUAL       | PS04     | 42,102.00 | 43,505.00 | 44,908.00 | 46,311.00 | 47,714.00 | 49,117.00 | 50,520.00 | 51,923.00 | 53,326.00 | 54,729.00                         | 56,132.00 | 57,535.00 |
| HOURLY       | 22.36    | 23.10     | 23.85     | 24.59     | 25.34     | 26.08     | 26.83     | 27.57     | 28.32     | 29.06     | 29.81                             | 30.55     |           |
| SEMI-MONTHLY | 1,937.67 | 2,002.25  | 2,066.83  | 2,131.42  | 2,196.00  | 2,260.58  | 2,325.17  | 2,389.75  | 2,454.33  | 2,518.92  | 2,583.50                          | 2,648.08  |           |
| MONTHLY      | 3,875.33 | 4,004.50  | 4,133.67  | 4,262.83  | 4,392.00  | 4,521.17  | 4,650.33  | 4,779.50  | 4,908.67  | 5,037.83  | 5,167.00                          | 5,296.17  |           |
| ANNUAL       | PS05     | 46,504.00 | 48,054.00 | 49,604.00 | 51,154.00 | 52,704.00 | 54,254.00 | 55,804.00 | 57,354.00 | 58,904.00 | 60,454.00                         | 62,004.00 | 63,554.00 |
| HOURLY       | 24.62    | 25.44     | 26.26     | 27.08     | 27.90     | 28.72     | 29.54     | 30.37     | 31.19     | 32.01     | 32.83                             | 33.65     |           |
| SEMI-MONTHLY | 2,133.79 | 2,204.92  | 2,276.04  | 2,347.17  | 2,418.29  | 2,489.42  | 2,560.54  | 2,631.67  | 2,702.79  | 2,773.92  | 2,845.04                          | 2,916.17  |           |
| MONTHLY      | 4,267.58 | 4,409.83  | 4,552.08  | 4,694.33  | 4,836.58  | 4,978.83  | 5,121.08  | 5,263.33  | 5,405.58  | 5,547.83  | 5,690.08                          | 5,832.33  |           |
| ANNUAL       | PS06     | 51,211.00 | 52,918.00 | 54,625.00 | 56,332.00 | 58,039.00 | 59,746.00 | 61,453.00 | 63,160.00 | 64,867.00 | 66,574.00                         | 68,281.00 | 69,988.00 |
| HOURLY       | 27.05    | 27.95     | 28.85     | 29.76     | 30.66     | 31.56     | 32.46     | 33.36     | 34.27     | 35.17     | 36.07                             | 36.97     |           |
| SEMI-MONTHLY | 2,344.38 | 2,422.54  | 2,500.71  | 2,578.88  | 2,657.04  | 2,735.21  | 2,813.38  | 2,891.54  | 2,969.71  | 3,047.88  | 3,126.04                          | 3,204.21  |           |
| MONTHLY      | 4,688.75 | 4,845.08  | 5,001.42  | 5,157.75  | 5,314.08  | 5,470.42  | 5,626.75  | 5,783.08  | 5,939.42  | 6,095.75  | 6,252.08                          | 6,408.42  |           |
| ANNUAL       | PS07     | 56,265.00 | 58,141.00 | 60,017.00 | 61,893.00 | 63,769.00 | 65,645.00 | 67,521.00 | 69,397.00 | 71,273.00 | 73,149.00                         | 75,025.00 | 76,901.00 |
| HOURLY       | 32.42    | 33.50     | 34.58     | 35.66     | 36.75     | 37.83     | 38.91     | 39.99     | 41.07     | 42.15     | 43.23                             | 44.31     |           |
| SEMI-MONTHLY | 2,809.92 | 2,903.58  | 2,997.25  | 3,090.92  | 3,184.58  | 3,278.25  | 3,371.92  | 3,465.58  | 3,559.25  | 3,652.92  | 3,746.58                          | 3,840.25  |           |
| MONTHLY      | 5,619.83 | 5,807.17  | 5,994.50  | 6,181.83  | 6,369.17  | 6,556.50  | 6,743.83  | 6,931.17  | 7,118.50  | 7,305.83  | 7,493.17                          | 7,680.50  |           |
| ANNUAL       | PS08     | 67,438.00 | 69,686.00 | 71,934.00 | 74,182.00 | 76,430.00 | 78,678.00 | 80,926.00 | 83,174.00 | 85,422.00 | 87,670.00                         | 89,918.00 | 92,166.00 |

There are no step increases for FY11, all current and future increment dates will be advanced one year

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2011 METRO PUBLIC SAFETY PAY TABLE

EFFECTIVE 7/1/2010

|              | Minimum    | Control    | Maximum    |
|--------------|------------|------------|------------|
| HOURLY       | 38.55      | 43.64      | 60.14      |
| SEMI-MONTHLY | 3,341.21   | 3,782.17   | 5,212.21   |
| MONTHLY      | 6,682.42   | 7,564.33   | 10,424.42  |
| ANNUAL PS09  | 80,189.00  | 90,772.00  | 125,093.00 |
| HOURLY       | 45.56      | 51.57      | 74.70      |
| SEMI-MONTHLY | 3,948.42   | 4,469.54   | 6,474.33   |
| MONTHLY      | 7,896.83   | 8,939.08   | 12,948.67  |
| ANNUAL PS10  | 94,762.00  | 107,269.00 | 155,384.00 |
| HOURLY       | 53.59      | 60.66      | 91.09      |
| SEMI-MONTHLY | 4,644.33   | 5,257.29   | 7,894.17   |
| MONTHLY      | 9,288.67   | 10,514.58  | 15,788.33  |
| ANNUAL PS11  | 111,464.00 | 126,175.00 | 189,460.00 |

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2011 CORRECTIONAL OFFICER PAY TABLE

EFFECTIVE 7/1/2010

| GRADE        | 1st      | 2nd       | 3rd       | 4th       | 5th       | 6th       | 7th       | 8th       | 9th       | 10th      | Use for Calculation Purposes Only |          |           |           |
|--------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------------------------------|----------|-----------|-----------|
|              |          |           |           |           |           |           |           |           |           |           | Steps                             | 11th     | 12th      |           |
| HOURLY       | 14.59    | 15.08     | 15.56     | 16.05     | 16.54     | 17.02     | 17.51     | 18.00     | 18.48     | 18.97     |                                   | 19.46    | 19.94     |           |
| SEMI-MONTHLY | 1,264.54 | 1,306.71  | 1,348.88  | 1,391.04  | 1,433.21  | 1,475.38  | 1,517.54  | 1,559.71  | 1,601.88  | 1,644.04  |                                   | 1,686.21 | 1,728.38  |           |
| BI-WEEKLY    | 1,167.27 | 1,206.19  | 1,245.12  | 1,284.04  | 1,322.96  | 1,361.88  | 1,400.81  | 1,439.73  | 1,478.65  | 1,517.58  |                                   | 1,556.50 | 1,595.42  |           |
| ANNUAL       | CO01     | 30,349.00 | 31,361.00 | 32,373.00 | 33,385.00 | 34,397.00 | 35,409.00 | 36,421.00 | 37,433.00 | 38,445.00 | 39,457.00                         | 1,012.00 | 40,469.00 | 41,481.00 |
| HOURLY       | 16.21    | 16.75     | 17.29     | 17.83     | 18.38     | 18.92     | 19.46     | 20.00     | 20.54     | 21.08     |                                   | 21.62    | 22.16     |           |
| SEMI-MONTHLY | 1,405.17 | 1,452.00  | 1,498.83  | 1,545.67  | 1,592.50  | 1,639.33  | 1,686.17  | 1,733.00  | 1,779.83  | 1,826.67  |                                   | 1,873.50 | 1,920.33  |           |
| BI-WEEKLY    | 1,297.08 | 1,340.31  | 1,383.54  | 1,426.77  | 1,470.00  | 1,513.23  | 1,556.46  | 1,599.69  | 1,642.92  | 1,686.15  |                                   | 1,729.38 | 1,772.62  |           |
| ANNUAL       | CO02     | 33,724.00 | 34,848.00 | 35,972.00 | 37,096.00 | 38,220.00 | 39,344.00 | 40,468.00 | 41,592.00 | 42,716.00 | 43,840.00                         | 1,124.00 | 44,964.00 | 46,088.00 |
| HOURLY       | 17.96    | 18.56     | 19.15     | 19.75     | 20.35     | 20.95     | 21.55     | 22.15     | 22.75     | 23.34     |                                   | 23.94    | 24.54     |           |
| SEMI-MONTHLY | 1,556.29 | 1,608.17  | 1,660.04  | 1,711.92  | 1,763.79  | 1,815.67  | 1,867.54  | 1,919.42  | 1,971.29  | 2,023.17  |                                   | 2,075.04 | 2,126.92  |           |
| BI-WEEKLY    | 1,436.58 | 1,484.46  | 1,532.35  | 1,580.23  | 1,628.12  | 1,676.00  | 1,723.88  | 1,771.77  | 1,819.65  | 1,867.54  |                                   | 1,915.42 | 1,963.31  |           |
| ANNUAL       | CO03     | 37,351.00 | 38,596.00 | 39,841.00 | 41,086.00 | 42,331.00 | 43,576.00 | 44,821.00 | 46,066.00 | 47,311.00 | 48,556.00                         | 1,245.00 | 49,801.00 | 51,046.00 |
| HOURLY       | 19.84    | 20.50     | 21.16     | 21.82     | 22.48     | 23.14     | 23.80     | 24.46     | 25.12     | 25.78     |                                   | 26.45    | 27.11     |           |
| SEMI-MONTHLY | 1,719.04 | 1,776.33  | 1,833.63  | 1,890.92  | 1,948.21  | 2,005.50  | 2,062.79  | 2,120.08  | 2,177.38  | 2,234.67  |                                   | 2,291.96 | 2,349.25  |           |
| BI-WEEKLY    | 1,586.81 | 1,639.69  | 1,692.58  | 1,745.46  | 1,798.35  | 1,851.23  | 1,904.12  | 1,957.00  | 2,009.88  | 2,062.77  |                                   | 2,115.65 | 2,168.54  |           |
| ANNUAL       | CO04     | 41,257.00 | 42,632.00 | 44,007.00 | 45,382.00 | 46,757.00 | 48,132.00 | 49,507.00 | 50,882.00 | 52,257.00 | 53,632.00                         | 1,375.00 | 55,007.00 | 56,382.00 |

There are no step increases for FY11, all current and future increment dates will be advanced one year

Note: Steps may vary slightly due to rounding

| GRADE        | 1st       | 2nd       | 3rd       | 4th       | 5th       | 6th       | 7th       | 8th       | 9th       | 10th      | Use for Calculation Purposes Only |           |           |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------------------------------|-----------|-----------|
|              |           |           |           |           |           |           |           |           |           |           | Steps                             | 11th      | 12th      |
| HOURLY       | 13.09     | 13.53     | 13.96     | 14.40     | 14.84     | 15.27     | 15.71     | 16.15     | 16.58     | 17.02     |                                   | 17.45     | 17.89     |
| SEMI-MONTHLY | 1,134.42  | 1,172.25  | 1,210.08  | 1,247.92  | 1,285.75  | 1,323.58  | 1,361.42  | 1,399.25  | 1,437.08  | 1,474.92  |                                   | 1,512.75  | 1,550.58  |
| BI-WEEKLY    | 1,047.15  | 1,082.08  | 1,117.00  | 1,151.92  | 1,186.85  | 1,221.77  | 1,256.69  | 1,291.62  | 1,326.54  | 1,361.46  |                                   | 1,396.38  | 1,431.31  |
| ANNUAL       | 27,226.00 | 28,134.00 | 29,042.00 | 29,950.00 | 30,858.00 | 31,766.00 | 32,674.00 | 33,582.00 | 34,490.00 | 35,398.00 | 908.00                            | 36,306.00 | 37,214.00 |
| ET01         |           |           |           |           |           |           |           |           |           |           |                                   |           |           |
| HOURLY       | 14.59     | 15.08     | 15.56     | 16.05     | 16.54     | 17.02     | 17.51     | 18.00     | 18.48     | 18.97     |                                   | 19.46     | 19.94     |
| SEMI-MONTHLY | 1,264.54  | 1,306.71  | 1,348.88  | 1,391.04  | 1,433.21  | 1,475.38  | 1,517.54  | 1,559.71  | 1,601.88  | 1,644.04  |                                   | 1,686.21  | 1,728.38  |
| BI-WEEKLY    | 1,167.27  | 1,206.19  | 1,245.12  | 1,284.04  | 1,322.96  | 1,361.88  | 1,400.81  | 1,439.73  | 1,478.65  | 1,517.58  |                                   | 1,556.50  | 1,595.42  |
| ANNUAL       | 30,349.00 | 31,361.00 | 32,373.00 | 33,385.00 | 34,397.00 | 35,409.00 | 36,421.00 | 37,433.00 | 38,445.00 | 39,457.00 | 1,012.00                          | 40,469.00 | 41,481.00 |
| ET02         |           |           |           |           |           |           |           |           |           |           |                                   |           |           |
| HOURLY       | 17.96     | 18.56     | 19.15     | 19.75     | 20.35     | 20.95     | 21.55     | 22.15     | 22.75     | 23.34     |                                   | 23.94     | 24.54     |
| SEMI-MONTHLY | 1,556.29  | 1,608.17  | 1,660.04  | 1,711.92  | 1,763.79  | 1,815.67  | 1,867.54  | 1,919.42  | 1,971.29  | 2,023.17  |                                   | 2,075.04  | 2,126.92  |
| BI-WEEKLY    | 1,436.58  | 1,484.46  | 1,532.35  | 1,580.23  | 1,628.12  | 1,676.00  | 1,723.88  | 1,771.77  | 1,819.65  | 1,867.54  |                                   | 1,915.42  | 1,963.31  |
| ANNUAL       | 37,351.00 | 38,596.00 | 39,841.00 | 41,086.00 | 42,331.00 | 43,576.00 | 44,821.00 | 46,066.00 | 47,311.00 | 48,556.00 | 1,245.00                          | 49,801.00 | 51,046.00 |
| ET03         |           |           |           |           |           |           |           |           |           |           |                                   |           |           |
| HOURLY       | 19.84     | 20.50     | 21.16     | 21.82     | 22.48     | 23.14     | 23.80     | 24.46     | 25.12     | 25.78     |                                   | 26.45     | 27.11     |
| SEMI-MONTHLY | 1,719.04  | 1,776.33  | 1,833.63  | 1,890.92  | 1,948.21  | 2,005.50  | 2,062.79  | 2,120.08  | 2,177.38  | 2,234.67  |                                   | 2,291.96  | 2,349.25  |
| BI-WEEKLY    | 1,586.81  | 1,639.69  | 1,692.58  | 1,745.46  | 1,798.35  | 1,851.23  | 1,904.12  | 1,957.00  | 2,009.88  | 2,062.77  |                                   | 2,115.65  | 2,168.54  |
| ANNUAL       | 41,257.00 | 42,632.00 | 44,007.00 | 45,382.00 | 46,757.00 | 48,132.00 | 49,507.00 | 50,882.00 | 52,257.00 | 53,632.00 | 1,375.00                          | 55,007.00 | 56,382.00 |
| ET04         |           |           |           |           |           |           |           |           |           |           |                                   |           |           |
| HOURLY       | 21.84     | 22.57     | 23.30     | 24.03     | 24.75     | 25.48     | 26.21     | 26.94     | 27.67     | 28.39     |                                   | 29.12     | 29.85     |
| SEMI-MONTHLY | 1,893.00  | 1,956.08  | 2,019.17  | 2,082.25  | 2,145.33  | 2,208.42  | 2,271.50  | 2,334.58  | 2,397.67  | 2,460.75  |                                   | 2,523.83  | 2,586.92  |
| BI-WEEKLY    | 1,747.38  | 1,805.62  | 1,863.85  | 1,922.08  | 1,980.31  | 2,038.54  | 2,096.77  | 2,155.00  | 2,213.23  | 2,271.46  |                                   | 2,329.69  | 2,387.92  |
| ANNUAL       | 45,432.00 | 46,946.00 | 48,460.00 | 49,974.00 | 51,488.00 | 53,002.00 | 54,516.00 | 56,030.00 | 57,544.00 | 59,058.00 | 1,514.00                          | 60,572.00 | 62,086.00 |
| ET05         |           |           |           |           |           |           |           |           |           |           |                                   |           |           |
| HOURLY       | 24.00     | 24.80     | 25.60     | 26.40     | 27.20     | 28.00     | 28.80     | 29.60     | 30.40     | 31.20     |                                   | 32.00     | 32.80     |
| SEMI-MONTHLY | 2,079.83  | 2,149.17  | 2,218.50  | 2,287.83  | 2,357.17  | 2,426.50  | 2,495.83  | 2,565.17  | 2,634.50  | 2,703.83  |                                   | 2,773.17  | 2,842.50  |
| BI-WEEKLY    | 1,919.85  | 1,983.85  | 2,047.85  | 2,111.85  | 2,175.85  | 2,239.85  | 2,303.85  | 2,367.85  | 2,431.85  | 2,495.85  |                                   | 2,559.85  | 2,623.85  |
| ANNUAL       | 49,916.00 | 51,580.00 | 53,244.00 | 54,908.00 | 56,572.00 | 58,236.00 | 59,900.00 | 61,564.00 | 63,228.00 | 64,892.00 | 1,664.00                          | 66,556.00 | 68,220.00 |
| ET06         |           |           |           |           |           |           |           |           |           |           |                                   |           |           |

There are no step increases for FY11, all current and future increment dates will be advanced one year

|              | Minimum   | Control   | Maximum    |
|--------------|-----------|-----------|------------|
| SEMI-MONTHLY | 2,492.71  | 2,825.04  | 3,500.08   |
| BI-WEEKLY    | 2,300.96  | 2,607.73  | 3,230.85   |
| ANNUAL       | 59,825.00 | 67,801.00 | 84,002.00  |
| ET07         |           |           |            |
| SEMI-MONTHLY | 2,984.25  | 3,359.46  | 4,399.29   |
| BI-WEEKLY    | 2,736.23  | 3,101.04  | 4,060.88   |
| ANNUAL       | 71,142.00 | 80,627.00 | 105,583.00 |
| ET08         |           |           |            |

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2011 SPECIAL PAY TABLE

EFFECTIVE 7/1/2010

|                       |    |            |
|-----------------------|----|------------|
| <b>Council Member</b> |    |            |
| BI-WEEKLY             |    | 576.92     |
| ANNUAL                | CM | 15,000.00  |
| <br>                  |    |            |
| <b>Metro Mayor</b>    |    |            |
| BI-WEEKLY             |    | 5,250.00   |
| ANNUAL                | MM | 136,500.00 |
| <br>                  |    |            |
| <b>Vice Mayor</b>     |    |            |
| BI-WEEKLY             |    | 653.85     |
| ANNUAL                | VM | 17,000.00  |

|                        |      | Minimum    | Maximum    |
|------------------------|------|------------|------------|
| <b>Directors Pay</b>   |      |            |            |
| BI-WEEKLY              |      | 1,919.85   | 4,049.08   |
| SEMI-MONTHLY           |      | 2,079.83   | 4,386.50   |
| MONTHLY                |      | 4,159.67   | 8,773.00   |
| ANNUAL                 | DP01 | 49,916.00  | 105,276.00 |
| <br>                   |      |            |            |
| BI-WEEKLY              |      | 3,233.38   | 6,237.35   |
| SEMI-MONTHLY           |      | 3,502.83   | 6,757.13   |
| MONTHLY                |      | 7,005.67   | 13,514.25  |
| ANNUAL                 | DP02 | 84,068.00  | 162,171.00 |
| <br>                   |      |            |            |
| BI-WEEKLY              |      | 4,422.81   | 8,872.15   |
| SEMI-MONTHLY           |      | 4,791.38   | 9,611.50   |
| MONTHLY                |      | 9,582.75   | 19,223.00  |
| ANNUAL                 | DP03 | 114,993.00 | 230,676.00 |
| <br>                   |      |            |            |
| <b>Public Defender</b> |      |            |            |
| BI-WEEKLY              |      | 5,447.69   |            |
| PD                     |      | 141,640.00 |            |
| <br>                   |      |            |            |
| BI-WEEKLY              |      | 1,747.38   | 3,127.62   |
| ANNUAL                 | PD01 | 45,432.00  | 81,318.00  |
| <br>                   |      |            |            |
| BI-WEEKLY              |      | 2,736.23   | 5,044.12   |
| ANNUAL                 | PD02 | 71,142.00  | 131,147.00 |

|                          |      | Minimum   | Maximum   |       |
|--------------------------|------|-----------|-----------|-------|
| <b>Judicial Services</b> |      |           |           |       |
| BI-WEEKLY                |      | 1,379.04  | 1,792.58  |       |
| ANNUAL                   | JS01 | 35,855.00 | 46,607.00 |       |
| <br>                     |      |           |           |       |
| BI-WEEKLY                |      | 1,777.00  | 2,081.50  |       |
| ANNUAL                   | JS02 | 46,202.00 | 54,119.00 |       |
| <br>                     |      |           |           |       |
| BI-WEEKLY                |      | 1,878.58  | 2,183.42  |       |
| ANNUAL                   | JS03 | 48,843.00 | 56,769.00 |       |
| <br>                     |      |           |           |       |
| <b>School Patrol</b>     |      |           |           |       |
|                          |      | 1st       | 2nd       | 3rd   |
| Hourly                   | SP1  | 9.41      | 9.72      | 10.03 |
| <br>                     |      |           |           |       |
| Hourly                   | SS1  | 10.82     | 11.16     | 11.53 |

There are no step increases for FY11, all current and future increment dates will be advanced one year

|                                  |    |           |
|----------------------------------|----|-----------|
| <b>Board of Education Member</b> |    |           |
| BI-WEEKLY                        |    | 538.46    |
| ANNUAL                           | BE | 14,000.00 |

Note: Steps may vary slightly due to rounding

FY2011 PART TIME -SEASONAL PAY TABLE

| FY2010 |                            |             |
|--------|----------------------------|-------------|
| 09020  | Part-Time/Seasonal         | Open Range  |
| 09100  | Part-Time Worker 1         | 7.25 11.89  |
| 09101  | Part-Time Worker 2         | 7.25 13.27  |
| 09102  | Part-Time Worker 3         | 7.25 14.33  |
| 09103  | Seasonal Worker 1          | 7.25 10.61  |
| 09104  | Seasonal Worker 2          | 7.25 11.14  |
| 09105  | Seasonal Worker 3          | 7.25 13.27  |
| 09106  | Seasonal Worker 4          | 7.25 13.79  |
| 09107  | Seasonal Worker 5          | 7.25 14.33  |
| 09108  | Sports Official (per game) | 8.49 42.44  |
| 09109  | Chief Umpire (per game)    | 15.91 36.07 |
| 09110  | Sports Scorer (per game)   | 4.24 13.79  |
| 09111  | Instructor                 | 10.61 53.05 |
| 09112  | Counselor                  | 10.61 31.83 |
| 09113  | Piano Accompanist          | 15.91 21.22 |

Note: steps may vary slightly due to rounding

## EXPLANATION OF PAY TYPES

### Trades & Labor Schedule (TLS):

A position is classified under the TLS if its primary duty involves the performance of physical work which requires knowledge or experience of a trade, craft, or of a manual-labor nature.

The TLS table has three separate sub-schedules: TG, which covers positions with worker responsibility, TL, which covers positions with lead responsibility, and TS, which covers positions with supervisory responsibility.

### Standard Range Schedule (SR):

A position is subject to the SR, 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.

### Public Safety Schedule (PS):

The PS schedule covers sworn members of the Metro Police Department and Emergency Medical Service, Fire Suppression, and other designated employees of the Fire Department.

### Special Pay Types:

Included in the pay plan are special pay types specifically designed for Correctional Officers (CO), Public Defender's Office (PD), Mayor (MM), Vice Mayor (VM), Council Members (CM), Judicial Assistants (JS), Departmental Directors (DP), School Crossing Guards (SP) and School Crossing Guard Supervisors (SS), Board of Education Member (BE), Emergency Telecommunications (ET)

### Open Range:

Employees in certain positions designated by the Civil Service Commission will be compensated on open range salary grades, which includes minimum and maximum salaries only. Employees may be compensated anywhere within this range, subject to provisions in the Open Range policy.

Employees eligible under the open range policy will be evaluated at the end of each fiscal year, and may receive raises effective July 1, based on these evaluations and other relevant criteria. Pay increases may range between 0% - 15%, including the general salary adjustment. These employees are also eligible for lump-sum bonuses throughout the year if funds are available in their department's budget.

### Bonus Plans:

Bonuses are a way to grant employees a pay increase without permanently increasing base pay. A lump-sum bonus as authorized by the Civil Service Commission, if applicable, and approved by the Department of Finance may be paid to employees up to a maximum of the equivalent of a two step increase from the employee's current pay.



## EXPLANATION OF PAY CALCULATIONS

Pay scales under SR and PS charts are based on annual salary. The monthly, semi-monthly, and bi-weekly rates are calculated by dividing the annual rate by 12, 24, and 26, respectively. Hourly Rates are approximate and are calculated assuming that an employee works a 40 hour week.

### SR/PS

When an employee on the SR or PS schedule 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.

Pay scales under the TG, TL, and TS are based on an hourly rate. The annual figure assumes that an employee works a 40 hour work week. The monthly, semi-monthly, and bi-weekly rates are calculated by dividing the annual rate by 12, 24, and 26 respectively.

### TLS

When an employee on the TLS schedule is promoted to a higher pay grade, the employee's pay will be adjusted to the step in the new pay grade which is closest to a 6% increase, but not less than a 5% increase.

Employees in positions eligible for Open Range pay may be compensated at any salary between the established minimum and maximum for their pay range. Employees' actual pay is based on an annual salary. The monthly, semi-monthly, and bi-weekly rates are calculated by dividing the annual rate by 12, 24 and 26 respectively. Hourly rates are approximate and are calculated assuming that an employee works a 40 hour week.

### Open Range

Employees eligible for the Open Range pay plan may receive up to 15% increase over their current salary when promoted to a higher pay grade. Increases of more than 10% require justification from the Appointing Authority.

### Reclassifications

Employees on any pay schedule who are reclassified are slotted into the new pay grade at the step which is closest to, but not less than, their current pay.

### Living Wage

New full-time employees will be hired at a step in the pay grade that is closest to the living wage rate if the base rate for the classification is below the Living Wage rate. The Human Resources Director will periodically conduct a review of the Living Wage rate and recommend adjustments to the Civil Service Commission.

| TG-Worker Rates | *Use for Bonuses Only |                                  |                                  |                                 |                                 |           | TL-Leader Rates | *Use for Bonuses Only            |                                  |                                 |                                 |           |           | TS-Supervisor Rates | *Use for Bonuses Only            |                                  |                                 |                                 |           |           |           |
|-----------------|-----------------------|----------------------------------|----------------------------------|---------------------------------|---------------------------------|-----------|-----------------|----------------------------------|----------------------------------|---------------------------------|---------------------------------|-----------|-----------|---------------------|----------------------------------|----------------------------------|---------------------------------|---------------------------------|-----------|-----------|-----------|
|                 | Grade                 | 1st                              | 2nd                              | 3rd                             | 4th                             | 5th       |                 | 6th                              | Grade                            | 1st                             | 2nd                             | 3rd       | 4th       |                     | 5th                              | 6th                              | Grade                           | 1st                             | 2nd       | 3rd       | 4th       |
| HOURLY          | <u>TG01</u>           | 9.29                             | 9.67                             | 10.05                           | 10.43                           | 10.82     | 11.20           | <u>TL01</u>                      | 10.21                            | 10.63                           | 11.03                           | 11.45     | 11.89     | 12.31               | <u>TS01</u>                      | 15.10                            | 15.76                           | 16.35                           | 17.00     | 17.70     | 18.36     |
| SEMI-MONTHLY    |                       | 805.32                           | 838.03                           | 870.74                          | 904.33                          | 937.92    | 970.63          |                                  | 884.88                           | 921.13                          | 955.60                          | 992.73    | 1,030.74  | 1,066.98            |                                  | 1,308.32                         | 1,365.78                        | 1,417.05                        | 1,473.63  | 1,533.74  | 1,591.20  |
| BI-WEEKLY       |                       | 743.38                           | 773.57                           | 803.76                          | 834.77                          | 865.78    | 896.87          |                                  | 816.82                           | 850.27                          | 882.10                          | 916.37    | 951.46    | 984.91              |                                  | 1,207.68                         | 1,266.72                        | 1,309.05                        | 1,360.27  | 1,415.76  | 1,468.80  |
| ANNUAL          |                       | 19,327.78                        | 20,112.77                        | 20,897.76                       | 21,703.87                       | 22,510.18 | 23,295.17       |                                  | 21,237.22                        | 22,107.07                       | 22,934.50                       | 23,825.57 | 24,737.85 | 25,607.71           |                                  | 31,399.68                        | 32,778.72                       | 34,099.25                       | 35,367.07 | 36,809.76 | 38,188.80 |
| HOURLY          | <u>TG02</u>           | 9.76                             | 10.16                            | 10.56                           | 10.97                           | 11.37     | 11.77           | <u>TL02</u>                      | 10.71                            | 11.15                           | 11.59                           | 12.05     | 12.51     | 12.94               | <u>TS02</u>                      | 15.70                            | 16.40                           | 17.02                           | 17.68     | 18.40     | 19.10     |
| SEMI-MONTHLY    |                       | 845.99                           | 880.46                           | 914.94                          | 950.30                          | 985.66    | 1,020.14        |                                  | 928.20                           | 966.21                          | 1,004.22                        | 1,044.00  | 1,083.78  | 1,121.80            |                                  | 1,360.48                         | 1,421.47                        | 1,475.40                        | 1,532.86  | 1,594.74  | 1,655.73  |
| BI-WEEKLY       |                       | 780.91                           | 812.74                           | 844.56                          | 877.20                          | 909.84    | 941.66          |                                  | 856.80                           | 891.89                          | 926.98                          | 963.70    | 1,000.42  | 1,035.50            |                                  | 1,255.82                         | 1,312.13                        | 1,361.90                        | 1,414.94  | 1,472.06  | 1,528.37  |
| ANNUAL          |                       | 20,303.71                        | 21,131.14                        | 21,958.56                       | 22,807.20                       | 23,655.84 | 24,483.26       |                                  | 22,276.80                        | 23,189.09                       | 24,101.38                       | 25,056.10 | 26,010.82 | 26,923.10           |                                  | 32,651.42                        | 34,115.33                       | 35,409.50                       | 36,788.54 | 38,273.86 | 39,737.57 |
| HOURLY          | <u>TG03</u>           | 10.93                            | 11.37                            | 11.83                           | 12.27                           | 12.75     | 13.19           | <u>TL03</u>                      | 12.01                            | 12.51                           | 12.99                           | 13.52     | 14.00     | 14.50               | <u>TS03</u>                      | 18.54                            | 17.19                           | 17.90                           | 18.56     | 19.27     | 19.91     |
| SEMI-MONTHLY    |                       | 947.85                           | 985.66                           | 1,025.44                        | 1,063.45                        | 1,105.00  | 1,143.01        |                                  | 1,040.47                         | 1,083.78                        | 1,126.22                        | 1,171.30  | 1,213.73  | 1,257.05            |                                  | 1,433.85                         | 1,489.54                        | 1,551.42                        | 1,608.88  | 1,669.88  | 1,725.57  |
| BI-WEEKLY       |                       | 874.75                           | 909.84                           | 946.56                          | 981.65                          | 1,020.00  | 1,055.09        |                                  | 960.43                           | 1,000.42                        | 1,039.58                        | 1,081.20  | 1,120.37  | 1,160.35            |                                  | 1,323.55                         | 1,374.96                        | 1,432.08                        | 1,485.12  | 1,541.42  | 1,592.83  |
| ANNUAL          |                       | 22,743.55                        | 23,655.84                        | 24,610.56                       | 25,522.85                       | 26,520.00 | 27,432.29       |                                  | 24,971.23                        | 26,010.82                       | 27,029.18                       | 28,111.20 | 29,129.57 | 30,169.15           |                                  | 34,412.35                        | 35,748.06                       | 37,234.08                       | 38,613.12 | 40,077.02 | 41,413.63 |
| HOURLY          | <u>TG04</u>           | 12.02                            | 12.51                            | 13.03                           | 13.52                           | 14.04     | 14.52           | <u>TL04</u>                      | 13.23                            | 13.83                           | 14.37                           | 14.94     | 15.49     | 16.10               | <u>TS04</u>                      | 17.27                            | 17.97                           | 18.71                           | 19.42     | 20.18     | 20.88     |
| SEMI-MONTHLY    |                       | 1,041.35                         | 1,083.78                         | 1,128.87                        | 1,171.30                        | 1,216.38  | 1,268.82        |                                  | 1,148.55                         | 1,198.70                        | 1,245.56                        | 1,295.06  | 1,340.80  | 1,384.95            |                                  | 1,496.61                         | 1,557.61                        | 1,621.26                        | 1,683.14  | 1,748.55  | 1,809.55  |
| BI-WEEKLY       |                       | 961.25                           | 1,000.42                         | 1,042.03                        | 1,081.20                        | 1,122.82  | 1,161.98        |                                  | 1,058.35                         | 1,106.50                        | 1,149.74                        | 1,195.44  | 1,239.50  | 1,287.65            |                                  | 1,381.49                         | 1,437.79                        | 1,496.54                        | 1,553.60  | 1,614.05  | 1,670.35  |
| ANNUAL          |                       | 24,992.45                        | 26,010.82                        | 27,092.83                       | 28,111.20                       | 29,193.22 | 30,211.58       |                                  | 27,517.15                        | 28,768.90                       | 29,893.34                       | 31,081.44 | 32,227.10 | 33,478.85           |                                  | 35,918.69                        | 37,382.69                       | 38,910.14                       | 40,395.20 | 41,985.25 | 43,429.15 |
| HOURLY          | <u>TG05</u>           | 12.80                            | 13.36                            | 13.91                           | 14.47                           | 14.99     | 15.55           | <u>TL05</u>                      | 14.10                            | 14.89                           | 15.26                           | 15.92     | 16.47     | 17.06               | <u>TS05</u>                      | 18.01                            | 18.74                           | 19.54                           | 20.25     | 21.01     | 21.74     |
| SEMI-MONTHLY    |                       | 1,109.42                         | 1,158.04                         | 1,205.78                        | 1,254.40                        | 1,299.48  | 1,421.47        |                                  | 1,221.69                         | 1,272.96                        | 1,322.46                        | 1,379.92  | 1,427.88  | 1,561.14            |                                  | 1,661.14                         | 1,823.81                        | 1,893.74                        | 1,754.74  | 1,821.04  | 1,883.80  |
| BI-WEEKLY       |                       | 1,024.06                         | 1,068.99                         | 1,113.02                        | 1,157.90                        | 1,199.52  | 1,312.13        |                                  | 1,127.71                         | 1,175.04                        | 1,220.74                        | 1,273.78  | 1,317.84  | 1,441.86            |                                  | 1,441.86                         | 1,498.99                        | 1,563.46                        | 1,615.76  | 1,680.96  | 1,738.90  |
| ANNUAL          |                       | 26,828.08                        | 27,792.88                        | 28,938.62                       | 30,105.50                       | 31,187.52 | 34,115.33       |                                  | 29,320.51                        | 30,551.04                       | 31,739.14                       | 33,116.18 | 34,263.84 | 37,467.46           |                                  | 37,467.46                        | 38,973.79                       | 40,649.88                       | 42,113.76 | 43,704.96 | 45,211.30 |
| HOURLY          | <u>TG06</u>           | 13.58                            | 14.14                            | 14.69                           | 15.25                           | 15.84     | 16.40           | <u>TL06</u>                      | 14.94                            | 15.52                           | 16.14                           | 16.77     | 17.43     | 18.01               | <u>TS06</u>                      | 18.80                            | 19.60                           | 20.38                           | 21.14     | 21.98     | 22.79     |
| SEMI-MONTHLY    |                       | 1,176.60                         | 1,225.22                         | 1,272.96                        | 1,321.58                        | 1,372.85  | 1,421.47        |                                  | 1,295.06                         | 1,345.45                        | 1,398.49                        | 1,453.30  | 1,510.76  | 1,561.14            |                                  | 1,629.21                         | 1,699.05                        | 1,766.23                        | 1,832.53  | 1,905.02  | 1,974.86  |
| BI-WEEKLY       |                       | 1,086.10                         | 1,130.98                         | 1,175.04                        | 1,219.92                        | 1,267.25  | 1,312.13        |                                  | 1,195.44                         | 1,241.95                        | 1,290.91                        | 1,341.50  | 1,394.54  | 1,441.06            |                                  | 1,503.89                         | 1,568.35                        | 1,630.37                        | 1,691.57  | 1,758.45  | 1,822.94  |
| ANNUAL          |                       | 28,238.50                        | 29,405.38                        | 30,551.04                       | 31,717.92                       | 32,948.45 | 34,115.33       |                                  | 31,081.44                        | 32,290.75                       | 33,563.71                       | 34,879.10 | 36,258.14 | 37,467.46           |                                  | 38,101.09                        | 40,777.15                       | 42,389.57                       | 43,960.77 | 45,720.48 | 47,396.54 |
| HOURLY          | <u>TG07</u>           | 14.34                            | 14.89                            | 15.56                           | 16.16                           | 16.78     | 17.41           | <u>TL07</u>                      | 15.78                            | 16.43                           | 17.04                           | 17.71     | 18.44     | 19.11               | <u>TS07</u>                      | 19.59                            | 20.38                           | 21.20                           | 22.02     | 22.84     | 23.62     |
| SEMI-MONTHLY    |                       | 1,242.90                         | 1,299.48                         | 1,348.10                        | 1,400.26                        | 1,452.41  | 1,508.99        |                                  | 1,385.78                         | 1,424.12                        | 1,477.16                        | 1,534.62  | 1,598.27  | 1,656.62            |                                  | 1,698.16                         | 1,768.23                        | 1,836.95                        | 1,908.50  | 1,979.28  | 2,047.34  |
| BI-WEEKLY       |                       | 1,147.30                         | 1,199.52                         | 1,244.40                        | 1,292.54                        | 1,340.69  | 1,392.91        |                                  | 1,280.72                         | 1,314.58                        | 1,363.54                        | 1,416.58  | 1,473.33  | 1,529.18            |                                  | 1,567.54                         | 1,630.37                        | 1,695.55                        | 1,761.74  | 1,827.02  | 1,889.86  |
| ANNUAL          |                       | 29,829.70                        | 31,187.52                        | 32,354.40                       | 33,808.14                       | 34,857.89 | 36,215.71       |                                  | 32,778.72                        | 34,178.98                       | 35,451.94                       | 36,830.98 | 38,358.53 | 39,758.78           |                                  | 40,755.94                        | 42,389.57                       | 44,088.85                       | 45,805.34 | 47,502.62 | 49,136.26 |
| HOURLY          | <u>TG08</u>           | 15.11                            | 15.75                            | 16.39                           | 17.00                           | 17.63     | 18.27           | <u>TL08</u>                      | 16.63                            | 17.36                           | 18.01                           | 18.71     | 19.39     | 20.12               | <u>TS08</u>                      | 20.29                            | 21.14                           | 22.02                           | 22.84     | 23.70     | 24.56     |
| SEMI-MONTHLY    |                       | 1,309.20                         | 1,364.90                         | 1,420.59                        | 1,473.63                        | 1,527.55  | 1,583.24        |                                  | 1,440.92                         | 1,504.57                        | 1,561.14                        | 1,621.26  | 1,680.48  | 1,744.13            |                                  | 1,758.28                         | 1,832.53                        | 1,908.56                        | 1,979.28  | 2,054.42  | 2,128.67  |
| BI-WEEKLY       |                       | 1,208.50                         | 1,259.90                         | 1,311.31                        | 1,360.27                        | 1,410.05  | 1,461.46        |                                  | 1,330.08                         | 1,388.83                        | 1,441.08                        | 1,496.54  | 1,551.22  | 1,609.57            |                                  | 1,623.02                         | 1,691.57                        | 1,761.74                        | 1,827.02  | 1,896.38  | 1,964.93  |
| ANNUAL          |                       | 31,420.90                        | 32,757.50                        | 34,094.11                       | 35,367.07                       | 36,661.25 | 37,997.85       |                                  | 34,582.08                        | 36,109.83                       | 37,467.46                       | 38,910.14 | 40,331.62 | 41,859.17           |                                  | 42,198.62                        | 43,980.77                       | 45,805.34                       | 47,502.62 | 49,305.98 | 51,088.13 |
|                 |                       | Move to next step after 6 months | Move to next step after 6 months | Move to next step after 2 years | Move to next step after 2 years |           |                 | Move to next step after 6 months | Move to next step after 6 months | Move to next step after 2 years | Move to next step after 2 years |           |           |                     | Move to next step after 6 months | Move to next step after 6 months | Move to next step after 2 years | Move to next step after 2 years |           |           |           |

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2012 TRADES AND LABOR PAY TABLE

EFFECTIVE 7/1/2011

| TG-Worker Rates | Grade       | *Use for Bonuses Only |           |           |           |           | TL-Leader Rates |             |           |           | *Use for Bonuses Only |           | TS-Supervisor Rates |           |             |           | *Use for Bonuses Only |           |           |           |           |
|-----------------|-------------|-----------------------|-----------|-----------|-----------|-----------|-----------------|-------------|-----------|-----------|-----------------------|-----------|---------------------|-----------|-------------|-----------|-----------------------|-----------|-----------|-----------|-----------|
|                 |             | 1st                   | 2nd       | 3rd       | 4th       | 5th       | 6th             | Grade       | 1st       | 2nd       | 3rd                   | 4th       | 5th                 | 6th       | Grade       | 1st       | 2nd                   | 3rd       | 4th       | 5th       | 6th       |
| HOURLY          | <u>TO9</u>  | 15.92                 | 16.56     | 17.20     | 17.90     | 18.53     | 19.18           | <u>TL9</u>  | 17.49     | 18.22     | 18.91                 | 19.64     | 20.38               | 21.10     | <u>TS9</u>  | 21.11     | 22.00                 | 22.84     | 23.77     | 24.61     | 25.50     |
| SEMI-MONTHLY    |             | 1,379.92              | 1,435.62  | 1,490.42  | 1,551.42  | 1,606.23  | 1,661.92        |             | 1,516.06  | 1,578.82  | 1,639.94              | 1,701.70  | 1,766.23            | 1,829.00  |             | 1,829.88  | 1,906.79              | 1,979.28  | 2,059.72  | 2,133.09  | 2,210.00  |
| BI-WEEKLY       |             | 1,273.78              | 1,325.18  | 1,375.76  | 1,432.08  | 1,482.67  | 1,534.08        |             | 1,399.44  | 1,457.38  | 1,512.85              | 1,570.80  | 1,630.37            | 1,688.30  |             | 1,699.12  | 1,760.11              | 1,827.02  | 1,901.28  | 1,969.01  | 2,040.00  |
| ANNUAL          |             | 33,118.18             | 34,454.78 | 35,770.18 | 37,234.08 | 38,549.47 | 39,886.08       |             | 36,385.44 | 37,891.78 | 39,334.46             | 40,840.80 | 42,389.57           | 43,895.90 |             | 43,917.12 | 45,762.91             | 47,502.62 | 49,433.28 | 51,194.21 | 53,040.00 |
| HOURLY          | <u>TG10</u> | 16.63                 | 17.36     | 18.01     | 18.71     | 19.39     | 20.12           | <u>TL10</u> | 18.29     | 19.13     | 19.85                 | 20.60     | 21.36               | 22.20     | <u>TS10</u> | 21.84     | 22.77                 | 23.65     | 24.60     | 25.49     | 26.42     |
| SEMI-MONTHLY    |             | 1,440.92              | 1,504.57  | 1,561.14  | 1,621.28  | 1,680.48  | 1,744.13        |             | 1,585.09  | 1,657.50  | 1,720.26              | 1,785.68  | 1,851.10            | 1,923.68  |             | 1,892.64  | 1,973.09              | 2,050.60  | 2,132.21  | 2,209.12  | 2,289.58  |
| BI-WEEKLY       |             | 1,330.08              | 1,388.83  | 1,441.06  | 1,496.54  | 1,551.22  | 1,609.97        |             | 1,463.09  | 1,530.00  | 1,587.94              | 1,648.32  | 1,708.70            | 1,775.62  |             | 1,747.06  | 1,821.31              | 1,892.30  | 1,968.19  | 2,039.18  | 2,113.44  |
| ANNUAL          |             | 34,582.08             | 36,105.63 | 37,487.46 | 38,910.14 | 40,331.62 | 41,859.17       |             | 38,040.29 | 39,780.00 | 41,286.34             | 42,855.32 | 44,426.30           | 46,166.02 |             | 45,423.46 | 47,354.11             | 49,199.30 | 51,172.99 | 53,018.78 | 54,949.44 |
| HOURLY          | <u>TG11</u> | 17.41                 | 18.12     | 18.83     | 19.59     | 20.29     | 20.99           | <u>TL11</u> | 19.19     | 19.97     | 20.74                 | 21.60     | 22.36               | 23.14     | <u>TS11</u> | 22.67     | 23.57                 | 24.55     | 25.47     | 26.42     | 27.32     |
| SEMI-MONTHLY    |             | 1,508.99              | 1,569.98  | 1,631.86  | 1,698.16  | 1,758.28  | 1,819.27        |             | 1,662.80  | 1,730.87  | 1,797.17              | 1,872.31  | 1,937.73            | 2,003.80  |             | 1,965.13  | 2,042.92              | 2,127.79  | 2,207.35  | 2,289.56  | 2,367.35  |
| BI-WEEKLY       |             | 1,392.91              | 1,449.22  | 1,506.34  | 1,567.54  | 1,623.02  | 1,679.33        |             | 1,534.90  | 1,597.73  | 1,658.93              | 1,728.29  | 1,788.67            | 1,851.50  |             | 1,813.97  | 1,885.78              | 1,964.11  | 2,037.65  | 2,113.44  | 2,185.25  |
| ANNUAL          |             | 36,216.71             | 37,679.62 | 39,164.74 | 40,755.54 | 42,198.62 | 43,682.53       |             | 39,907.30 | 41,540.93 | 43,132.13             | 44,835.48 | 46,565.47           | 48,139.10 |             | 47,183.17 | 49,030.18             | 51,056.91 | 52,976.35 | 54,949.44 | 56,816.45 |
| HOURLY          | <u>TG12</u> | 18.16                 | 18.88     | 19.64     | 20.40     | 21.18     | 21.90           | <u>TL12</u> | 19.98     | 20.83     | 21.55                 | 22.47     | 23.29               | 24.13     | <u>TS12</u> | 23.43     | 24.41                 | 25.41     | 26.37     | 27.37     | 28.39     |
| SEMI-MONTHLY    |             | 1,573.52              | 1,636.28  | 1,701.70  | 1,769.00  | 1,835.18  | 1,897.95        |             | 1,731.76  | 1,805.13  | 1,876.73              | 1,947.45  | 2,018.17            | 2,091.54  |             | 2,030.55  | 2,115.41              | 2,202.04  | 2,285.14  | 2,371.77  | 2,456.64  |
| BI-WEEKLY       |             | 1,452.48              | 1,510.42  | 1,570.80  | 1,632.00  | 1,694.02  | 1,751.95        |             | 1,598.54  | 1,666.27  | 1,732.37              | 1,797.65  | 1,862.93            | 1,930.66  |             | 1,874.35  | 1,952.69              | 2,032.66  | 2,109.36  | 2,189.33  | 2,267.66  |
| ANNUAL          |             | 37,764.48             | 39,270.82 | 40,840.80 | 42,432.00 | 44,044.42 | 45,550.75       |             | 41,562.14 | 43,323.07 | 45,041.57             | 46,736.85 | 48,436.13           | 50,197.06 |             | 48,733.15 | 50,769.89             | 52,849.08 | 54,843.36 | 56,922.53 | 58,959.26 |
| HOURLY          | <u>TG13</u> | 18.87                 | 19.65     | 20.47     | 21.27     | 22.08     | 22.84           | <u>TL13</u> | 20.83     | 21.70     | 22.58                 | 23.43     | 24.29               | 25.15     | <u>TS13</u> | 24.52     | 25.49                 | 26.53     | 27.52     | 28.59     | 29.56     |
| SEMI-MONTHLY    |             | 1,635.40              | 1,702.58  | 1,774.19  | 1,843.14  | 1,912.09  | 1,979.28        |             | 1,805.13  | 1,880.27  | 1,957.18              | 2,030.55  | 2,104.80            | 2,179.94  |             | 2,125.14  | 2,209.12              | 2,299.28  | 2,385.03  | 2,477.85  | 2,561.83  |
| BI-WEEKLY       |             | 1,509.60              | 1,571.62  | 1,637.71  | 1,701.36  | 1,765.01  | 1,827.02        |             | 1,668.27  | 1,735.63  | 1,806.62              | 1,874.35  | 1,942.90            | 2,012.26  |             | 1,961.66  | 2,039.18              | 2,124.42  | 2,201.57  | 2,287.25  | 2,364.77  |
| ANNUAL          |             | 39,249.60             | 40,862.02 | 42,580.51 | 44,235.36 | 45,890.21 | 47,562.62       |             | 43,323.07 | 45,128.43 | 46,972.22             | 48,733.15 | 50,518.30           | 52,318.66 |             | 51,063.26 | 53,018.78             | 55,182.82 | 57,240.77 | 59,488.45 | 61,483.97 |
| HOURLY          | <u>TG14</u> | 19.64                 | 20.47     | 21.29     | 22.13     | 22.90     | 23.74           | <u>TL14</u> | 21.64     | 22.50     | 23.43                 | 24.36     | 25.25               | 26.10     | <u>TS14</u> | 25.78     | 26.88                 | 27.96     | 29.03     | 30.06     | 31.16     |
| SEMI-MONTHLY    |             | 1,701.70              | 1,774.19  | 1,844.91  | 1,918.28  | 1,984.58  | 2,057.07        |             | 1,875.65  | 1,950.10  | 2,030.55              | 2,110.99  | 2,187.90            | 2,282.16  |             | 2,233.87  | 2,329.34              | 2,423.04  | 2,515.86  | 2,605.15  | 2,700.62  |
| BI-WEEKLY       |             | 1,570.80              | 1,637.71  | 1,702.99  | 1,770.72  | 1,831.92  | 1,898.83        |             | 1,731.55  | 1,800.10  | 1,874.35              | 1,948.61  | 2,018.60            | 2,088.14  |             | 2,062.03  | 2,150.16              | 2,236.86  | 2,322.34  | 2,404.75  | 2,492.88  |
| ANNUAL          |             | 40,840.80             | 42,580.51 | 44,277.79 | 46,038.72 | 47,629.92 | 49,389.63       |             | 45,020.35 | 46,802.50 | 48,733.15             | 50,663.81 | 52,590.60           | 54,291.74 |             | 53,612.83 | 55,904.16             | 58,153.06 | 60,380.74 | 62,523.55 | 64,814.88 |
| HOURLY          | <u>TG15</u> | 20.42                 | 21.31     | 22.16     | 23.01     | 23.89     | 24.78           | <u>TL15</u> | 22.47     | 23.43     | 24.37                 | 25.31     | 26.21               | 27.17     | <u>TS15</u> | 27.36     | 28.49                 | 29.60     | 30.75     | 31.88     | 33.01     |
| SEMI-MONTHLY    |             | 1,769.77              | 1,846.68  | 1,920.05  | 1,994.30  | 2,070.33  | 2,147.24        |             | 1,947.45  | 2,030.55  | 2,111.88              | 2,193.20  | 2,271.88            | 2,354.98  |             | 2,370.89  | 2,469.01              | 2,565.37  | 2,665.26  | 2,762.50  | 2,860.62  |
| BI-WEEKLY       |             | 1,633.63              | 1,704.62  | 1,772.35  | 1,840.90  | 1,911.07  | 1,982.06        |             | 1,797.65  | 1,874.35  | 1,949.42              | 2,024.50  | 2,097.12            | 2,173.82  |             | 2,188.51  | 2,279.09              | 2,368.03  | 2,460.24  | 2,550.00  | 2,640.58  |
| ANNUAL          |             | 42,474.43             | 44,320.22 | 46,081.15 | 47,863.30 | 49,687.87 | 51,533.66       |             | 46,738.85 | 48,733.15 | 50,685.02             | 52,636.90 | 54,525.12           | 56,519.42 |             | 56,901.31 | 59,256.29             | 61,668.83 | 63,986.24 | 66,300.00 | 68,684.98 |
| HOURLY          | <u>TG16</u> | 21.20                 | 22.07     | 22.93     | 23.88     | 24.71     | 25.59           | <u>TL16</u> | 23.28     | 24.28     | 25.26                 | 26.19     | 27.15               | 28.15     | <u>TS16</u> | 29.13     | 30.36                 | 31.56     | 32.77     | 33.99     | 35.21     |
| SEMI-MONTHLY    |             | 1,836.95              | 1,912.98  | 1,987.23  | 2,069.44  | 2,141.93  | 2,217.96        |             | 2,017.29  | 2,103.92  | 2,188.78              | 2,270.11  | 2,353.21            | 2,439.84  |             | 2,524.70  | 2,630.78              | 2,735.10  | 2,840.29  | 2,945.49  | 3,051.57  |
| BI-WEEKLY       |             | 1,695.65              | 1,765.82  | 1,834.37  | 1,910.28  | 1,977.17  | 2,047.34        |             | 1,862.11  | 1,942.08  | 2,020.42              | 2,095.49  | 2,172.19            | 2,252.16  |             | 2,330.50  | 2,428.42              | 2,524.70  | 2,621.81  | 2,718.91  | 2,816.83  |
| ANNUAL          |             | 44,086.65             | 45,911.42 | 47,691.57 | 49,666.66 | 51,405.37 | 53,230.94       |             | 48,414.91 | 50,494.08 | 52,530.82             | 54,482.69 | 56,476.99           | 58,556.16 |             | 60,592.90 | 63,138.82             | 65,642.30 | 68,167.01 | 70,691.71 | 73,237.63 |

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

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

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

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2012 STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2011

| Standard Range FY12 |       | Use for Calculation Purposes Only |           |           |           |           |           |           |           |           |           |          |           |           |
|---------------------|-------|-----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|-----------|
|                     | GRADE | 1st                               | 2nd       | 3rd       | 4th       | 5th       | 6th       | 7th       | 8th       | 9th       | 10th      | 11th     | 12th      |           |
| HOURLY              |       | 7.72                              | 7.98      | 8.23      | 8.49      | 8.75      | 9.01      | 9.26      | 9.52      | 9.78      | 10.03     | 10.29    | 10.55     |           |
| SEMI-MONTHLY        |       | 669.00                            | 691.29    | 713.58    | 735.88    | 758.17    | 780.46    | 802.75    | 825.04    | 847.33    | 869.63    | 891.92   | 914.21    |           |
| BI-WEEKLY           |       | 617.54                            | 638.12    | 658.69    | 679.27    | 699.85    | 720.42    | 741.00    | 761.58    | 782.15    | 802.73    | 823.31   | 843.88    |           |
| ANNUAL              | SR01  | 16,056.00                         | 16,591.00 | 17,126.00 | 17,661.00 | 18,196.00 | 18,731.00 | 19,266.00 | 19,801.00 | 20,336.00 | 20,871.00 | 535.00   | 21,406.00 | 21,941.00 |
| HOURLY              |       | 8.50                              | 8.78      | 9.06      | 9.35      | 9.63      | 9.91      | 10.20     | 10.48     | 10.76     | 11.04     | 11.33    | 11.61     |           |
| SEMI-MONTHLY        |       | 736.33                            | 760.88    | 785.42    | 809.96    | 834.50    | 859.04    | 883.58    | 908.13    | 932.67    | 957.21    | 981.75   | 1,006.29  |           |
| BI-WEEKLY           |       | 679.69                            | 702.35    | 725.00    | 747.65    | 770.31    | 792.96    | 815.62    | 838.27    | 860.92    | 883.58    | 906.23   | 928.88    |           |
| ANNUAL              | SR02  | 17,672.00                         | 18,261.00 | 18,850.00 | 19,439.00 | 20,028.00 | 20,617.00 | 21,206.00 | 21,795.00 | 22,384.00 | 22,973.00 | 589.00   | 23,562.00 | 24,151.00 |
| HOURLY              |       | 9.55                              | 9.87      | 10.19     | 10.51     | 10.82     | 11.14     | 11.46     | 11.78     | 12.10     | 12.42     | 12.73    | 13.05     |           |
| SEMI-MONTHLY        |       | 827.75                            | 855.33    | 882.92    | 910.50    | 938.08    | 965.67    | 993.25    | 1,020.83  | 1,048.42  | 1,076.00  | 1,103.58 | 1,131.17  |           |
| BI-WEEKLY           |       | 764.08                            | 789.54    | 815.00    | 840.46    | 865.92    | 891.38    | 916.85    | 942.31    | 967.77    | 993.23    | 1,018.69 | 1,044.15  |           |
| ANNUAL              | SR03  | 19,866.00                         | 20,528.00 | 21,190.00 | 21,852.00 | 22,514.00 | 23,176.00 | 23,838.00 | 24,500.00 | 25,162.00 | 25,824.00 | 662.00   | 26,486.00 | 27,148.00 |
| HOURLY              |       | 10.42                             | 10.77     | 11.12     | 11.47     | 11.81     | 12.16     | 12.51     | 12.86     | 13.20     | 13.55     | 13.90    | 14.25     |           |
| SEMI-MONTHLY        |       | 903.29                            | 933.42    | 963.54    | 993.67    | 1,023.79  | 1,053.92  | 1,084.04  | 1,114.17  | 1,144.29  | 1,174.42  | 1,204.54 | 1,234.67  |           |
| BI-WEEKLY           |       | 833.81                            | 861.62    | 889.42    | 917.23    | 945.04    | 972.85    | 1,000.65  | 1,028.46  | 1,056.27  | 1,084.08  | 1,111.88 | 1,139.69  |           |
| ANNUAL              | SR04  | 21,679.00                         | 22,402.00 | 23,125.00 | 23,848.00 | 24,571.00 | 25,294.00 | 26,017.00 | 26,740.00 | 27,463.00 | 28,186.00 | 723.00   | 28,909.00 | 29,632.00 |
| HOURLY              |       | 11.70                             | 12.09     | 12.48     | 12.87     | 13.26     | 13.65     | 14.04     | 14.43     | 14.82     | 15.21     | 15.60    | 15.99     |           |
| SEMI-MONTHLY        |       | 1,014.00                          | 1,047.79  | 1,081.58  | 1,115.38  | 1,149.17  | 1,182.96  | 1,216.75  | 1,250.54  | 1,284.33  | 1,318.13  | 1,351.92 | 1,385.71  |           |
| BI-WEEKLY           |       | 936.00                            | 967.19    | 998.38    | 1,029.58  | 1,060.77  | 1,091.96  | 1,123.15  | 1,154.35  | 1,185.54  | 1,216.73  | 1,247.92 | 1,279.12  |           |
| ANNUAL              | SR05  | 24,336.00                         | 25,147.00 | 25,958.00 | 26,769.00 | 27,580.00 | 28,391.00 | 29,202.00 | 30,013.00 | 30,824.00 | 31,635.00 | 811.00   | 32,446.00 | 33,257.00 |
| HOURLY              |       | 13.09                             | 13.53     | 13.96     | 14.40     | 14.84     | 15.27     | 15.71     | 16.15     | 16.58     | 17.02     | 17.45    | 17.89     |           |
| SEMI-MONTHLY        |       | 1,134.42                          | 1,172.25  | 1,210.08  | 1,247.92  | 1,285.75  | 1,323.58  | 1,361.42  | 1,399.25  | 1,437.08  | 1,474.92  | 1,512.75 | 1,550.58  |           |
| BI-WEEKLY           |       | 1,047.15                          | 1,082.08  | 1,117.00  | 1,151.92  | 1,186.85  | 1,221.77  | 1,256.69  | 1,291.62  | 1,326.54  | 1,361.46  | 1,396.38 | 1,431.31  |           |
| ANNUAL              | SR06  | 27,226.00                         | 28,134.00 | 29,042.00 | 29,950.00 | 30,858.00 | 31,766.00 | 32,674.00 | 33,582.00 | 34,490.00 | 35,398.00 | 908.00   | 36,306.00 | 37,214.00 |
| HOURLY              |       | 14.59                             | 15.08     | 15.56     | 16.05     | 16.54     | 17.02     | 17.51     | 18.00     | 18.48     | 18.97     | 19.46    | 19.94     |           |
| SEMI-MONTHLY        |       | 1,264.54                          | 1,306.71  | 1,348.88  | 1,391.04  | 1,433.21  | 1,475.38  | 1,517.54  | 1,559.71  | 1,601.88  | 1,644.04  | 1,686.21 | 1,728.38  |           |
| BI-WEEKLY           |       | 1,167.27                          | 1,206.19  | 1,245.12  | 1,284.04  | 1,322.96  | 1,361.88  | 1,400.81  | 1,439.73  | 1,478.65  | 1,517.58  | 1,556.50 | 1,595.42  |           |
| ANNUAL              | SR07  | 30,349.00                         | 31,361.00 | 32,373.00 | 33,385.00 | 34,397.00 | 35,409.00 | 36,421.00 | 37,433.00 | 38,445.00 | 39,457.00 | 1,012.00 | 40,469.00 | 41,481.00 |

|                                |                                |                                |                                |                                 |                                 |                                 |                                 |                                 |
|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Move to next step after 1 Year | Move to next step after 2 Years |
|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2012 STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2011

| GRADE        | 1st      | 2nd       | 3rd       | 4th       | 5th       | 6th       | 7th       | 8th       | 9th       | 10th      | Steps    | 11th      | 12th      |
|--------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|-----------|
| HOURLY       | 16.21    | 16.75     | 17.29     | 17.83     | 18.38     | 18.92     | 19.46     | 20.00     | 20.54     | 21.08     |          | 21.62     | 22.16     |
| SEMI-MONTHLY | 1,405.17 | 1,452.00  | 1,498.83  | 1,545.67  | 1,592.50  | 1,639.33  | 1,686.17  | 1,733.00  | 1,779.83  | 1,826.67  |          | 1,873.50  | 1,920.33  |
| BI-WEEKLY    | 1,297.08 | 1,340.31  | 1,383.54  | 1,426.77  | 1,470.00  | 1,513.23  | 1,556.46  | 1,599.69  | 1,642.92  | 1,686.15  |          | 1,729.38  | 1,772.62  |
| ANNUAL       | SR08     | 33,724.00 | 34,848.00 | 35,972.00 | 37,096.00 | 38,220.00 | 39,344.00 | 40,468.00 | 41,592.00 | 42,716.00 | 1,124.00 | 43,840.00 | 44,964.00 |
| HOURLY       | 17.96    | 18.56     | 19.15     | 19.75     | 20.35     | 20.95     | 21.55     | 22.15     | 22.75     | 23.34     |          | 23.94     | 24.54     |
| SEMI-MONTHLY | 1,556.29 | 1,608.17  | 1,660.04  | 1,711.92  | 1,763.79  | 1,815.67  | 1,867.54  | 1,919.42  | 1,971.29  | 2,023.17  |          | 2,075.04  | 2,126.92  |
| BI-WEEKLY    | 1,436.58 | 1,484.46  | 1,532.35  | 1,580.23  | 1,628.12  | 1,676.00  | 1,723.88  | 1,771.77  | 1,819.65  | 1,867.54  |          | 1,915.42  | 1,963.31  |
| ANNUAL       | SR09     | 37,351.00 | 38,596.00 | 39,841.00 | 41,086.00 | 42,331.00 | 43,576.00 | 44,821.00 | 46,066.00 | 47,311.00 | 1,245.00 | 48,556.00 | 49,801.00 |
| HOURLY       | 19.84    | 20.50     | 21.16     | 21.82     | 22.48     | 23.14     | 23.80     | 24.46     | 25.12     | 25.78     |          | 26.45     | 27.11     |
| SEMI-MONTHLY | 1,719.04 | 1,776.33  | 1,833.63  | 1,890.92  | 1,948.21  | 2,005.50  | 2,062.79  | 2,120.08  | 2,177.38  | 2,234.67  |          | 2,291.96  | 2,349.25  |
| BI-WEEKLY    | 1,586.81 | 1,639.69  | 1,692.58  | 1,745.46  | 1,798.35  | 1,851.23  | 1,904.12  | 1,957.00  | 2,009.88  | 2,062.77  |          | 2,115.65  | 2,168.54  |
| ANNUAL       | SR10     | 41,257.00 | 42,632.00 | 44,007.00 | 45,382.00 | 46,757.00 | 48,132.00 | 49,507.00 | 50,882.00 | 52,257.00 | 1,375.00 | 53,632.00 | 55,007.00 |
| HOURLY       | 21.84    | 22.57     | 23.30     | 24.03     | 24.75     | 25.48     | 26.21     | 26.94     | 27.67     | 28.39     |          | 29.12     | 29.85     |
| SEMI-MONTHLY | 1,893.00 | 1,956.08  | 2,019.17  | 2,082.25  | 2,145.33  | 2,208.42  | 2,271.50  | 2,334.58  | 2,397.67  | 2,460.75  |          | 2,523.83  | 2,586.92  |
| BI-WEEKLY    | 1,747.38 | 1,805.62  | 1,863.85  | 1,922.08  | 1,980.31  | 2,038.54  | 2,096.77  | 2,155.00  | 2,213.23  | 2,271.46  |          | 2,329.69  | 2,387.92  |
| ANNUAL       | SR11     | 45,432.00 | 46,946.00 | 48,460.00 | 49,974.00 | 51,488.00 | 53,002.00 | 54,516.00 | 56,030.00 | 57,544.00 | 1,514.00 | 59,058.00 | 60,572.00 |

| Move to next step after 1 Year | Move to next step after 2 Years |
|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|

|              | Minimum    | Control    | Maximum    |
|--------------|------------|------------|------------|
| SEMI-MONTHLY | 2,079.83   | 2,357.21   | 2,703.88   |
| BI-WEEKLY    | 1,919.85   | 2,175.88   | 2,495.88   |
| ANNUAL       | SR12       | 56,573.00  | 64,893.00  |
| SEMI-MONTHLY | 2,492.71   | 2,825.04   | 3,500.08   |
| BI-WEEKLY    | 2,300.96   | 2,607.73   | 3,230.85   |
| ANNUAL       | SR13       | 67,801.00  | 84,002.00  |
| SEMI-MONTHLY | 2,964.25   | 3,359.46   | 4,399.33   |
| BI-WEEKLY    | 2,736.23   | 3,101.04   | 4,060.92   |
| ANNUAL       | SR14       | 80,627.00  | 105,584.00 |
| SEMI-MONTHLY | 3,502.83   | 3,969.88   | 5,480.33   |
| BI-WEEKLY    | 3,233.38   | 3,664.50   | 5,058.77   |
| ANNUAL       | SR15       | 95,277.00  | 131,528.00 |
| SEMI-MONTHLY | 4,120.17   | 4,669.50   | 6,776.79   |
| MONTHLY      | 3,803.23   | 4,310.31   | 6,255.50   |
| ANNUAL       | SR16       | 112,068.00 | 162,643.00 |
|              | Open Range | Open Range | Open Range |

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2012 METRO PUBLIC SAFETY PAY TABLE

EFFECTIVE 7/1/2011

| GRADE        | Use for Calculation Purposes Only |           |           |           |           |           |           |           |           |           |           |           |
|--------------|-----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
|              | 1st                               | 2nd       | 3rd       | 4th       | 5th       | 6th       | 7th       | 8th       | 9th       | 10th      | 11th      | 12th      |
| HOURLY       | 14.76                             | 15.25     | 15.74     | 16.23     | 16.72     | 17.21     | 17.71     | 18.20     | 18.69     | 19.18     | 19.67     | 20.17     |
| SEMI-MONTHLY | 1,278.79                          | 1,321.42  | 1,364.04  | 1,406.67  | 1,449.29  | 1,491.92  | 1,534.54  | 1,577.17  | 1,619.79  | 1,662.42  | 1,705.04  | 1,747.67  |
| MONTHLY      | 2,557.58                          | 2,642.83  | 2,728.08  | 2,813.33  | 2,898.58  | 2,983.83  | 3,069.08  | 3,154.33  | 3,239.58  | 3,324.83  | 3,410.08  | 3,495.33  |
| ANNUAL       | 30,691.00                         | 31,714.00 | 32,737.00 | 33,760.00 | 34,783.00 | 35,806.00 | 36,829.00 | 37,852.00 | 38,875.00 | 39,898.00 | 40,921.00 | 41,944.00 |
| PS01         |                                   |           |           |           |           |           |           |           |           | 1,023.00  | 40,921.00 | 41,944.00 |
| HOURLY       | 16.45                             | 16.99     | 17.54     | 18.09     | 18.64     | 19.19     | 19.73     | 20.28     | 20.83     | 21.38     | 21.93     | 22.48     |
| SEMI-MONTHLY | 1,425.33                          | 1,472.83  | 1,520.33  | 1,567.83  | 1,615.33  | 1,662.83  | 1,710.33  | 1,757.83  | 1,805.33  | 1,852.83  | 1,900.33  | 1,947.83  |
| MONTHLY      | 2,850.67                          | 2,945.67  | 3,040.67  | 3,135.67  | 3,230.67  | 3,325.67  | 3,420.67  | 3,515.67  | 3,610.67  | 3,705.67  | 3,800.67  | 3,895.67  |
| ANNUAL       | 34,208.00                         | 35,348.00 | 36,488.00 | 37,628.00 | 38,768.00 | 39,908.00 | 41,048.00 | 42,188.00 | 43,328.00 | 44,468.00 | 45,608.00 | 46,748.00 |
| PS02         |                                   |           |           |           |           |           |           |           |           | 1,140.00  | 45,608.00 | 46,748.00 |
| HOURLY       | 18.28                             | 18.88     | 19.49     | 20.10     | 20.71     | 21.32     | 21.93     | 22.54     | 23.15     | 23.76     | 24.37     | 24.98     |
| SEMI-MONTHLY | 1,583.83                          | 1,636.63  | 1,689.42  | 1,742.21  | 1,795.00  | 1,847.79  | 1,900.58  | 1,953.38  | 2,006.17  | 2,058.96  | 2,111.75  | 2,164.54  |
| MONTHLY      | 3,167.67                          | 3,273.25  | 3,378.83  | 3,484.42  | 3,590.00  | 3,695.58  | 3,801.17  | 3,906.75  | 4,012.33  | 4,117.92  | 4,223.50  | 4,329.08  |
| ANNUAL       | 38,012.00                         | 39,279.00 | 40,546.00 | 41,813.00 | 43,080.00 | 44,347.00 | 45,614.00 | 46,881.00 | 48,148.00 | 49,415.00 | 50,682.00 | 51,949.00 |
| PS03         |                                   |           |           |           |           |           |           |           |           | 1,267.00  | 50,682.00 | 51,949.00 |
| HOURLY       | 20.24                             | 20.92     | 21.59     | 22.26     | 22.94     | 23.61     | 24.29     | 24.96     | 25.64     | 26.31     | 26.99     | 27.66     |
| SEMI-MONTHLY | 1,754.25                          | 1,812.71  | 1,871.17  | 1,929.63  | 1,988.08  | 2,046.54  | 2,105.00  | 2,163.46  | 2,221.92  | 2,280.38  | 2,338.83  | 2,397.29  |
| MONTHLY      | 3,508.50                          | 3,625.42  | 3,742.33  | 3,859.25  | 3,976.17  | 4,093.08  | 4,210.00  | 4,326.92  | 4,443.83  | 4,560.75  | 4,677.67  | 4,794.58  |
| ANNUAL       | 42,102.00                         | 43,505.00 | 44,908.00 | 46,311.00 | 47,714.00 | 49,117.00 | 50,520.00 | 51,923.00 | 53,326.00 | 54,729.00 | 56,132.00 | 57,535.00 |
| PS04         |                                   |           |           |           |           |           |           |           |           | 1,403.00  | 56,132.00 | 57,535.00 |
| HOURLY       | 22.36                             | 23.10     | 23.85     | 24.59     | 25.34     | 26.08     | 26.83     | 27.57     | 28.32     | 29.06     | 29.81     | 30.55     |
| SEMI-MONTHLY | 1,937.67                          | 2,002.25  | 2,066.83  | 2,131.42  | 2,196.00  | 2,260.58  | 2,325.17  | 2,389.75  | 2,454.33  | 2,518.92  | 2,583.50  | 2,648.08  |
| MONTHLY      | 3,875.33                          | 4,004.50  | 4,133.67  | 4,262.83  | 4,392.00  | 4,521.17  | 4,650.33  | 4,779.50  | 4,908.67  | 5,037.83  | 5,167.00  | 5,296.17  |
| ANNUAL       | 46,504.00                         | 48,054.00 | 49,604.00 | 51,154.00 | 52,704.00 | 54,254.00 | 55,804.00 | 57,354.00 | 58,904.00 | 60,454.00 | 62,004.00 | 63,554.00 |
| PS05         |                                   |           |           |           |           |           |           |           |           | 1,550.00  | 62,004.00 | 63,554.00 |
| HOURLY       | 24.62                             | 25.44     | 26.26     | 27.08     | 27.90     | 28.72     | 29.54     | 30.37     | 31.19     | 32.01     | 32.83     | 33.65     |
| SEMI-MONTHLY | 2,133.79                          | 2,204.92  | 2,276.04  | 2,347.17  | 2,418.29  | 2,489.42  | 2,560.54  | 2,631.67  | 2,702.79  | 2,773.92  | 2,845.04  | 2,916.17  |
| MONTHLY      | 4,267.58                          | 4,409.83  | 4,552.08  | 4,694.33  | 4,836.58  | 4,978.83  | 5,121.08  | 5,263.33  | 5,405.58  | 5,547.83  | 5,690.08  | 5,832.33  |
| ANNUAL       | 51,211.00                         | 52,918.00 | 54,625.00 | 56,332.00 | 58,039.00 | 59,746.00 | 61,453.00 | 63,160.00 | 64,867.00 | 66,574.00 | 68,281.00 | 69,988.00 |
| PS06         |                                   |           |           |           |           |           |           |           |           | 1,707.00  | 68,281.00 | 69,988.00 |
| HOURLY       | 27.05                             | 27.95     | 28.85     | 29.76     | 30.66     | 31.56     | 32.46     | 33.36     | 34.27     | 35.17     | 36.07     | 36.97     |
| SEMI-MONTHLY | 2,344.38                          | 2,422.54  | 2,500.71  | 2,578.88  | 2,657.04  | 2,735.21  | 2,813.38  | 2,891.54  | 2,969.71  | 3,047.88  | 3,126.04  | 3,204.21  |
| MONTHLY      | 4,688.75                          | 4,845.08  | 5,001.42  | 5,157.75  | 5,314.08  | 5,470.42  | 5,626.75  | 5,783.08  | 5,939.42  | 6,095.75  | 6,252.08  | 6,408.42  |
| ANNUAL       | 56,265.00                         | 58,141.00 | 60,017.00 | 61,893.00 | 63,769.00 | 65,645.00 | 67,521.00 | 69,397.00 | 71,273.00 | 73,149.00 | 75,025.00 | 76,901.00 |
| PS07         |                                   |           |           |           |           |           |           |           |           | 1,876.00  | 75,025.00 | 76,901.00 |
| HOURLY       | 32.42                             | 33.50     | 34.58     | 35.66     | 36.75     | 37.83     | 38.91     | 39.99     | 41.07     | 42.15     | 43.23     | 44.31     |
| SEMI-MONTHLY | 2,809.92                          | 2,903.58  | 2,997.25  | 3,090.92  | 3,184.58  | 3,278.25  | 3,371.92  | 3,465.58  | 3,559.25  | 3,652.92  | 3,746.58  | 3,840.25  |
| MONTHLY      | 5,619.83                          | 5,807.17  | 5,994.50  | 6,181.83  | 6,369.17  | 6,556.50  | 6,743.83  | 6,931.17  | 7,118.50  | 7,305.83  | 7,493.17  | 7,680.50  |
| ANNUAL       | 67,438.00                         | 69,686.00 | 71,934.00 | 74,182.00 | 76,430.00 | 78,678.00 | 80,926.00 | 83,174.00 | 85,422.00 | 87,670.00 | 89,918.00 | 92,166.00 |
| PS08         |                                   |           |           |           |           |           |           |           |           | 2,248.00  | 89,918.00 | 92,166.00 |

|                                |                                |                                |                                |                                |                                |                                |                                |                                |                                |
|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Move to next step after 1 Year |
|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2012 METRO PUBLIC SAFETY PAY TABLE

EFFECTIVE 7/1/2011

|              | Minimum    | Control    | Maximum    |
|--------------|------------|------------|------------|
| HOURLY       | 38.55      | 43.64      | 60.14      |
| SEMI-MONTHLY | 3,341.21   | 3,782.17   | 5,212.21   |
| MONTHLY      | 6,682.42   | 7,564.33   | 10,424.42  |
| ANNUAL PS09  | 80,189.00  | 90,772.00  | 125,093.00 |
| HOURLY       | 45.56      | 51.57      | 74.70      |
| SEMI-MONTHLY | 3,948.42   | 4,469.54   | 6,474.33   |
| MONTHLY      | 7,896.83   | 8,939.08   | 12,948.67  |
| ANNUAL PS10  | 94,762.00  | 107,269.00 | 155,384.00 |
| HOURLY       | 53.59      | 60.66      | 91.09      |
| SEMI-MONTHLY | 4,644.33   | 5,257.29   | 7,894.17   |
| MONTHLY      | 9,288.67   | 10,514.58  | 15,788.33  |
| ANNUAL PS11  | 111,464.00 | 126,175.00 | 169,460.00 |
|              | Open Range | Open Range | Open Range |

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2012 CORRECTIONAL OFFICER PAY TABLE

EFFECTIVE 7/1/2011

| GRADE        | 1st      | 2nd       | 3rd       | 4th       | 5th       | 6th       | 7th       | 8th       | 9th       | 10th      | Use for Calculation Purposes Only |          |           |           |
|--------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------------------------------|----------|-----------|-----------|
|              |          |           |           |           |           |           |           |           |           |           | Steps                             | 11th     | 12th      |           |
| HOURLY       | 14.59    | 15.08     | 15.56     | 16.05     | 16.54     | 17.02     | 17.51     | 18.00     | 18.48     | 18.97     |                                   | 19.46    | 19.94     |           |
| SEMI-MONTHLY | 1,264.54 | 1,306.71  | 1,348.88  | 1,391.04  | 1,433.21  | 1,475.38  | 1,517.54  | 1,559.71  | 1,601.88  | 1,644.04  |                                   | 1,686.21 | 1,728.38  |           |
| BI-WEEKLY    | 1,167.27 | 1,206.19  | 1,245.12  | 1,284.04  | 1,322.96  | 1,361.88  | 1,400.81  | 1,439.73  | 1,478.65  | 1,517.58  |                                   | 1,556.50 | 1,595.42  |           |
| ANNUAL       | CO01     | 30,349.00 | 31,361.00 | 32,373.00 | 33,385.00 | 34,397.00 | 35,409.00 | 36,421.00 | 37,433.00 | 38,445.00 | 39,457.00                         | 1,012.00 | 40,469.00 | 41,481.00 |
| HOURLY       | 16.21    | 16.75     | 17.29     | 17.83     | 18.38     | 18.92     | 19.46     | 20.00     | 20.54     | 21.08     |                                   | 21.62    | 22.16     |           |
| SEMI-MONTHLY | 1,405.17 | 1,452.00  | 1,498.83  | 1,545.67  | 1,592.50  | 1,639.33  | 1,686.17  | 1,733.00  | 1,779.83  | 1,826.67  |                                   | 1,873.50 | 1,920.33  |           |
| BI-WEEKLY    | 1,297.08 | 1,340.31  | 1,383.54  | 1,426.77  | 1,470.00  | 1,513.23  | 1,556.46  | 1,599.69  | 1,642.92  | 1,686.15  |                                   | 1,729.38 | 1,772.62  |           |
| ANNUAL       | CO02     | 33,724.00 | 34,848.00 | 35,972.00 | 37,096.00 | 38,220.00 | 39,344.00 | 40,468.00 | 41,592.00 | 42,716.00 | 43,840.00                         | 1,124.00 | 44,964.00 | 46,088.00 |
| HOURLY       | 17.96    | 18.56     | 19.15     | 19.75     | 20.35     | 20.95     | 21.55     | 22.15     | 22.75     | 23.34     |                                   | 23.94    | 24.54     |           |
| SEMI-MONTHLY | 1,556.29 | 1,608.17  | 1,660.04  | 1,711.92  | 1,763.79  | 1,815.67  | 1,867.54  | 1,919.42  | 1,971.29  | 2,023.17  |                                   | 2,075.04 | 2,126.92  |           |
| BI-WEEKLY    | 1,436.58 | 1,484.46  | 1,532.35  | 1,580.23  | 1,628.12  | 1,676.00  | 1,723.88  | 1,771.77  | 1,819.65  | 1,867.54  |                                   | 1,915.42 | 1,963.31  |           |
| ANNUAL       | CO03     | 37,351.00 | 38,596.00 | 39,841.00 | 41,086.00 | 42,331.00 | 43,576.00 | 44,821.00 | 46,066.00 | 47,311.00 | 48,556.00                         | 1,245.00 | 49,801.00 | 51,046.00 |
| HOURLY       | 19.84    | 20.50     | 21.16     | 21.82     | 22.48     | 23.14     | 23.80     | 24.46     | 25.12     | 25.78     |                                   | 26.45    | 27.11     |           |
| SEMI-MONTHLY | 1,719.04 | 1,776.33  | 1,833.63  | 1,890.92  | 1,948.21  | 2,005.50  | 2,062.79  | 2,120.08  | 2,177.38  | 2,234.67  |                                   | 2,291.96 | 2,349.25  |           |
| BI-WEEKLY    | 1,586.81 | 1,639.69  | 1,692.58  | 1,745.46  | 1,798.35  | 1,851.23  | 1,904.12  | 1,957.00  | 2,009.88  | 2,062.77  |                                   | 2,115.65 | 2,168.54  |           |
| ANNUAL       | CO04     | 41,257.00 | 42,632.00 | 44,007.00 | 45,382.00 | 46,757.00 | 48,132.00 | 49,507.00 | 50,882.00 | 52,257.00 | 53,632.00                         | 1,375.00 | 55,007.00 | 56,382.00 |

|                                |                                |                                |                                |                                |                                |                                |                                |                                |                                |
|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Move to next step after 1 Year |
|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|

Note: Steps may vary slightly due to rounding

| GRADE        | Use for Calculation Purposes Only |           |           |           |           |           |           |           |           |           |          | Steps     | 11th      | 12th |
|--------------|-----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|-----------|------|
|              | 1st                               | 2nd       | 3rd       | 4th       | 5th       | 6th       | 7th       | 8th       | 9th       | 10th      |          |           |           |      |
| HOURLY       | 13.09                             | 13.53     | 13.96     | 14.40     | 14.84     | 15.27     | 15.71     | 16.15     | 16.58     | 17.02     |          | 17.45     | 17.89     |      |
| SEMI-MONTHLY | 1,134.42                          | 1,172.25  | 1,210.08  | 1,247.92  | 1,285.75  | 1,323.58  | 1,361.42  | 1,399.25  | 1,437.08  | 1,474.92  |          | 1,512.75  | 1,550.58  |      |
| BI-WEEKLY    | 1,047.15                          | 1,082.08  | 1,117.00  | 1,151.92  | 1,186.85  | 1,221.77  | 1,256.69  | 1,291.62  | 1,326.54  | 1,361.46  |          | 1,396.38  | 1,431.31  |      |
| ANNUAL       | ET01                              | 27,226.00 | 28,134.00 | 29,042.00 | 29,950.00 | 30,858.00 | 31,766.00 | 32,674.00 | 33,582.00 | 34,490.00 | 908.00   | 36,398.00 | 37,214.00 |      |
| HOURLY       | 14.59                             | 15.08     | 15.56     | 16.05     | 16.54     | 17.02     | 17.51     | 18.00     | 18.48     | 18.97     |          | 19.46     | 19.94     |      |
| SEMI-MONTHLY | 1,264.54                          | 1,306.71  | 1,348.88  | 1,391.04  | 1,433.21  | 1,475.38  | 1,517.54  | 1,559.71  | 1,601.88  | 1,644.04  |          | 1,686.21  | 1,728.38  |      |
| BI-WEEKLY    | 1,167.27                          | 1,206.19  | 1,245.12  | 1,284.04  | 1,322.96  | 1,361.88  | 1,400.81  | 1,439.73  | 1,478.65  | 1,517.58  |          | 1,556.50  | 1,595.42  |      |
| ANNUAL       | ET02                              | 30,349.00 | 31,361.00 | 32,373.00 | 33,385.00 | 34,397.00 | 35,409.00 | 36,421.00 | 37,433.00 | 38,445.00 | 1,012.00 | 40,469.00 | 41,481.00 |      |
| HOURLY       | 17.96                             | 18.56     | 19.15     | 19.75     | 20.35     | 20.95     | 21.55     | 22.15     | 22.75     | 23.34     |          | 23.94     | 24.54     |      |
| SEMI-MONTHLY | 1,566.29                          | 1,608.17  | 1,660.04  | 1,711.92  | 1,763.79  | 1,815.67  | 1,867.54  | 1,919.42  | 1,971.29  | 2,023.17  |          | 2,075.04  | 2,126.92  |      |
| BI-WEEKLY    | 1,436.58                          | 1,484.46  | 1,532.35  | 1,580.23  | 1,628.12  | 1,676.00  | 1,723.88  | 1,771.77  | 1,819.65  | 1,867.54  |          | 1,915.42  | 1,963.31  |      |
| ANNUAL       | ET03                              | 37,351.00 | 38,596.00 | 39,841.00 | 41,086.00 | 42,331.00 | 43,576.00 | 44,821.00 | 46,066.00 | 47,311.00 | 1,245.00 | 49,801.00 | 51,046.00 |      |
| HOURLY       | 19.84                             | 20.50     | 21.16     | 21.82     | 22.48     | 23.14     | 23.80     | 24.46     | 25.12     | 25.78     |          | 26.45     | 27.11     |      |
| SEMI-MONTHLY | 1,719.04                          | 1,776.33  | 1,833.63  | 1,890.92  | 1,948.21  | 2,005.50  | 2,062.79  | 2,120.08  | 2,177.38  | 2,234.67  |          | 2,291.96  | 2,349.25  |      |
| BI-WEEKLY    | 1,586.81                          | 1,639.69  | 1,692.58  | 1,745.46  | 1,798.35  | 1,851.23  | 1,904.12  | 1,957.00  | 2,009.88  | 2,062.77  |          | 2,115.65  | 2,168.54  |      |
| ANNUAL       | ET04                              | 41,257.00 | 42,632.00 | 44,007.00 | 45,382.00 | 46,757.00 | 48,132.00 | 49,507.00 | 50,882.00 | 52,257.00 | 1,375.00 | 55,007.00 | 56,382.00 |      |
| HOURLY       | 21.84                             | 22.57     | 23.30     | 24.03     | 24.75     | 25.48     | 26.21     | 26.94     | 27.67     | 28.39     |          | 29.12     | 29.85     |      |
| SEMI-MONTHLY | 1,893.00                          | 1,956.08  | 2,019.17  | 2,082.25  | 2,145.33  | 2,208.42  | 2,271.50  | 2,334.58  | 2,397.67  | 2,460.75  |          | 2,523.83  | 2,586.92  |      |
| BI-WEEKLY    | 1,747.38                          | 1,805.62  | 1,863.85  | 1,922.08  | 1,980.31  | 2,038.54  | 2,096.77  | 2,155.00  | 2,213.23  | 2,271.46  |          | 2,329.69  | 2,387.92  |      |
| ANNUAL       | ET05                              | 45,432.00 | 46,946.00 | 48,460.00 | 49,974.00 | 51,488.00 | 53,002.00 | 54,516.00 | 56,030.00 | 57,544.00 | 1,514.00 | 60,572.00 | 62,086.00 |      |
| HOURLY       | 24.00                             | 24.80     | 25.60     | 26.40     | 27.20     | 28.00     | 28.80     | 29.60     | 30.40     | 31.20     |          | 32.00     | 32.80     |      |
| SEMI-MONTHLY | 2,079.83                          | 2,149.17  | 2,218.50  | 2,287.83  | 2,357.17  | 2,426.50  | 2,495.83  | 2,565.17  | 2,634.50  | 2,703.83  |          | 2,773.17  | 2,842.50  |      |
| BI-WEEKLY    | 1,919.85                          | 1,983.85  | 2,047.85  | 2,111.85  | 2,175.85  | 2,239.85  | 2,303.85  | 2,367.85  | 2,431.85  | 2,495.85  |          | 2,559.85  | 2,623.85  |      |
| ANNUAL       | ET06                              | 49,916.00 | 51,580.00 | 53,244.00 | 54,908.00 | 56,572.00 | 58,236.00 | 59,900.00 | 61,564.00 | 63,228.00 | 1,664.00 | 66,556.00 | 68,220.00 |      |

|              | Move to next step after 1 Year | Move to next step after 2 Years |
|--------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
|              | Minimum                        | Control                        |                                |                                |                                 |                                 |                                 | Maximum                         |                                 |
| SEMI-MONTHLY | 2,492.71                       |                                |                                |                                | 2,825.04                        |                                 |                                 | 3,500.08                        |                                 |
| BI-WEEKLY    | 2,300.96                       |                                |                                |                                | 2,607.73                        |                                 |                                 | 3,230.85                        |                                 |
| ANNUAL       | ET07                           | 59,825.00                      |                                |                                | 67,801.00                       |                                 |                                 | 84,002.00                       |                                 |
| SEMI-MONTHLY | 2,964.25                       |                                |                                |                                | 3,359.46                        |                                 |                                 | 4,399.29                        |                                 |
| BI-WEEKLY    | 2,736.23                       |                                |                                |                                | 3,101.04                        |                                 |                                 | 4,060.88                        |                                 |
| ANNUAL       | ET08                           | 71,142.00                      |                                |                                | 80,627.00                       |                                 |                                 | 105,583.00                      |                                 |

Note: Steps may vary slightly due to rounding

FISCAL YEAR 2012 SPECIAL PAY TABLE

EFFECTIVE 7/1/2011

|                                  |      |            | Minimum | Maximum    |       |       |  |
|----------------------------------|------|------------|---------|------------|-------|-------|--|
| <b>Council Member</b>            |      |            |         |            |       |       |  |
| BI-WEEKLY                        |      | 576.92     |         |            |       |       |  |
| ANNUAL                           | CM   | 15,000.00  |         |            |       |       |  |
| <b>Metro Mayor</b>               |      |            |         |            |       |       |  |
| BI-WEEKLY                        |      | 5,250.00   |         |            |       |       |  |
| ANNUAL                           | MM   | 136,500.00 |         |            |       |       |  |
| <b>Vice Mayor</b>                |      |            |         |            |       |       |  |
| BI-WEEKLY                        |      | 653.85     |         |            |       |       |  |
| ANNUAL                           | VM   | 17,000.00  |         |            |       |       |  |
|                                  |      |            |         |            |       |       |  |
|                                  |      |            | Minimum | Maximum    |       |       |  |
| <b>Directors Pay</b>             |      |            |         |            |       |       |  |
| BI-WEEKLY                        |      | 1,919.85   |         | 4,049.08   |       |       |  |
| SEMI-MONTHLY                     |      | 2,079.83   |         | 4,386.50   |       |       |  |
| MONTHLY                          |      | 4,159.67   |         | 8,773.00   |       |       |  |
| ANNUAL                           | DP01 | 49,916.00  |         | 105,276.00 |       |       |  |
| BI-WEEKLY                        |      | 3,233.38   |         | 6,237.35   |       |       |  |
| SEMI-MONTHLY                     |      | 3,502.83   |         | 6,757.13   |       |       |  |
| MONTHLY                          |      | 7,005.67   |         | 13,514.25  |       |       |  |
| ANNUAL                           | DP02 | 84,068.00  |         | 162,171.00 |       |       |  |
| BI-WEEKLY                        |      | 4,422.81   |         | 8,872.15   |       |       |  |
| SEMI-MONTHLY                     |      | 4,791.38   |         | 9,611.50   |       |       |  |
| MONTHLY                          |      | 9,582.75   |         | 19,223.00  |       |       |  |
| ANNUAL                           | DP03 | 114,993.00 |         | 230,676.00 |       |       |  |
| <b>Public Defender</b>           |      |            |         |            |       |       |  |
| BI-WEEKLY                        |      | 5,447.69   |         |            |       |       |  |
| PD                               |      | 141,640.00 |         |            |       |       |  |
| BI-WEEKLY                        |      | 1,747.38   |         | 3,127.62   |       |       |  |
| ANNUAL                           | PD01 | 45,432.00  |         | 81,318.00  |       |       |  |
| BI-WEEKLY                        |      | 2,736.23   |         | 5,044.12   |       |       |  |
| ANNUAL                           | PD02 | 71,142.00  |         | 131,147.00 |       |       |  |
|                                  |      |            |         |            |       |       |  |
| <b>Judicial Services</b>         |      |            |         |            |       |       |  |
| BI-WEEKLY                        |      |            |         | 1,379.04   |       |       |  |
| ANNUAL                           | JS01 |            |         | 35,855.00  |       |       |  |
| BI-WEEKLY                        |      |            |         | 1,777.00   |       |       |  |
| ANNUAL                           | JS02 |            |         | 46,202.00  |       |       |  |
| BI-WEEKLY                        |      |            |         | 1,878.58   |       |       |  |
| ANNUAL                           | JS03 |            |         | 48,843.00  |       |       |  |
| <b>School Patrol</b>             |      |            |         |            |       |       |  |
|                                  |      |            |         | 1st        | 2nd   | 3rd   |  |
| Hourly                           | SP1  |            |         | 9.41       | 9.72  | 10.03 |  |
| Hourly                           | SS1  |            |         | 10.82      | 11.16 | 11.53 |  |
|                                  |      |            |         |            |       |       |  |
| <b>Board of Education Member</b> |      |            |         |            |       |       |  |
| BI-WEEKLY                        |      |            |         | 538.46     |       |       |  |
| ANNUAL                           | BE   |            |         | 14,000.00  |       |       |  |

Note: Steps may vary slightly due to rounding

FY2012 PART TIME -SEASONAL PAY TABLE

| FY2010 |                            |             |
|--------|----------------------------|-------------|
| 09020  | Part-Time/Seasonal         | Open Range  |
| 09100  | Part-Time Worker 1         | 7.25 11.89  |
| 09101  | Part-Time Worker 2         | 7.25 13.27  |
| 09102  | Part-Time Worker 3         | 7.25 14.33  |
| 09103  | Seasonal Worker 1          | 7.25 10.61  |
| 09104  | Seasonal Worker 2          | 7.25 11.14  |
| 09105  | Seasonal Worker 3          | 7.25 13.27  |
| 09106  | Seasonal Worker 4          | 7.25 13.79  |
| 09107  | Seasonal Worker 5          | 7.25 14.33  |
| 09108  | Sports Official (per game) | 8.49 42.44  |
| 09109  | Chief Umpire (per game)    | 15.91 36.07 |
| 09110  | Sports Scorer (per game)   | 4.24 13.79  |
| 09111  | Instructor                 | 10.61 53.05 |
| 09112  | Counselor                  | 10.61 31.83 |
| 09113  | Piano Accompanist          | 15.91 21.22 |

Note: steps may vary slightly due to rounding