

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.

Open Range (OR):

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

Standard Range Schedule (ST):

A position is subject to the ST, even if it requires physical work, if its primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature not related to trade, craft, or manual-labor work.

Bonus Plans:

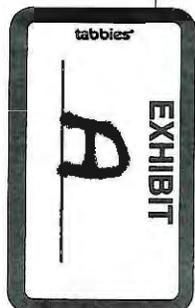
Bonuses are a way to grant employees a pay increase without permanently increasing base pay. A lump-sum bonus as authorized by the Civil Service Commission, if applicable, and approved by the Department of Finance, may be paid to employees up to a maximum of the equivalent of a two-step increase from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

Police & Fire Schedule (PF):

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

Special Pay Types:

Included in the pay plan are special pay types specifically designed for Correctional Officers (CO), Public Defender (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), and Park Police (PK)



EXPLANATION OF PAY CALCULATIONS

Except as specifically noted in this pay plan, the pay for all full-time employees is based on an annual salary.

ST/PF/CO/ET/PK	When an employee on these schedules is promoted to a higher pay grade, the new salary is generally calculated by first determining the employee's "promotional step", moving forward two steps in the current range. The new pay rate is established by slotting the employee into the step in the new range that is closest to, but not less than, the employee's promotional step.
TLS	When an employee on the TLS schedule is promoted to a higher pay grade, the employee's pay will be adjusted to the step in the new pay grade which is closest to a 6% increase, but not less than a 5% increase.
Open Range	Employees eligible for the Open Range pay plan may receive promotions in accordance with Civil Service Policy.
Reclassifications	Employees on any pay schedule who are reclassified are slotted into the new pay grade at the step which is closest to, but not less than, their current pay.
Living Wage	New full-time employees will be hired at a step in the pay grade that is closest to the living wage rate if the base rate for the classification is below the Living Wage rate. The Human Resources Director will periodically conduct a review of the Living Wage rate and recommend adjustments to the Civil Service Commission.

FISCAL YEAR 2019 HEALTH STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2018

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	Steps
ST01	21,461.52	22,176.87	22,892.23	23,607.61	24,322.98	25,038.34	25,753.70	26,469.06	27,184.43	27,899.79	715.35
ST02	23,404.05	24,184.16	24,964.27	25,744.40	26,524.52	27,304.61	28,084.73	28,864.85	29,644.95	30,425.08	780.11
ST03	25,522.42	26,373.13	27,223.85	28,074.59	28,925.31	29,776.03	30,626.75	31,477.48	32,328.20	33,178.93	850.71
ST04	27,832.52	28,760.23	29,687.96	30,615.70	31,543.42	32,471.13	33,398.85	34,326.59	35,254.31	36,182.04	927.72
ST05	30,351.70	31,363.39	32,375.09	33,386.80	34,398.49	35,410.18	36,421.87	37,433.58	38,445.27	39,456.97	1,011.69
ST06	33,098.91	34,202.17	35,305.44	36,408.73	37,511.99	38,615.24	39,718.51	40,821.79	41,925.05	43,028.31	1,103.26
ST07	36,094.77	37,297.90	38,501.03	39,704.16	40,907.29	42,110.40	43,313.54	44,516.68	45,719.79	46,922.92	1,203.13
ST08	39,361.80	40,673.84	41,985.85	43,297.89	44,609.91	45,921.93	47,233.96	48,545.98	49,858.01	51,170.03	1,312.04
ST09	42,924.54	44,355.32	45,786.11	47,216.88	48,647.67	50,078.44	51,509.22	52,940.00	54,370.78	55,801.57	1,430.78
ST10	47,413.40	48,993.58	50,573.76	52,153.94	53,734.12	55,314.29	56,894.47	58,474.64	60,054.83	61,635.01	1,580.17
ST11	52,211.39	53,951.31	55,691.24	57,431.15	59,171.08	60,910.99	62,650.91	64,390.84	66,130.75	67,870.68	1,739.92

Move to next step after 1 year	Move to next step after 2 years							
--------------------------------	--------------------------------	--------------------------------	--------------------------------	---------------------------------	---------------------------------	---------------------------------	---------------------------------	---------------------------------

* Note: Steps may vary slightly due to rounding

EFFECTIVE 7/1/2018

FISCAL YEAR 2019 HEALTH HD PAY TABLE

<u>GRADE</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
HD01	121,485.05	160,967.68	200,450.32
HD02	127,559.29	169,016.07	210,472.84
HD03	132,418.70	175,454.77	218,490.85
HD04	139,039.64	184,227.51	229,415.39
		Open Range	

FISCAL YEAR 2018 HEALTH OPEN RANGE PAY TABLE

<u>GRADE</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
OR01	39,361.80	45,265.92	51,170.03
OR02	42,924.54	49,363.05	55,801.57
OR03	47,413.40	54,524.21	61,635.01
OR04	52,211.39	60,041.04	67,870.68
OR05	57,364.50	65,970.44	74,576.38
OR06	63,058.31	74,093.51	85,128.72
OR07	68,752.13	82,644.49	96,536.84
OR08	74,468.86	91,224.36	107,979.86
OR09	80,185.61	100,232.00	120,278.40
OR10	87,470.17	111,524.47	135,578.78
OR11	94,754.76	123,181.18	151,607.61
OR12	103,104.47	136,613.41	170,122.36
OR13	111,454.17	150,463.12	189,472.08

Open Range

FISCAL YEAR 2019 TRADES AND LABOR PAY TABLE

EFFECTIVE 7/1/2018

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	GRADE	STEP1	STEP2	STEP3	STEP4	STEP5
TG01	22,211.89	23,114.01	24,016.14	24,942.66	25,869.16	TL01	24,406.25	25,405.91	26,356.79	27,380.83	28,429.27	TS01	36,085.16	37,669.99	39,084.15	40,644.56	42,302.54
TG02	23,333.44	24,284.34	25,235.23	26,210.50	27,185.78	TL02	25,600.95	26,649.39	27,697.81	28,794.99	29,892.17	TS02	37,523.70	39,206.05	40,693.33	42,278.15	43,984.88
TG03	26,137.36	27,185.78	28,282.97	29,331.39	30,477.33	TL03	28,697.46	29,892.17	31,062.49	32,305.97	33,476.32	TS03	39,547.38	41,083.45	42,790.17	44,375.00	46,057.35
TG04	28,721.84	29,892.17	31,135.64	32,305.97	33,549.45	TL04	31,623.27	33,061.82	34,354.04	35,719.43	37,036.06	TS04	41,278.50	42,960.84	44,716.34	46,423.07	48,227.33
TG05	30,599.24	31,940.25	33,256.87	34,597.87	35,841.34	TL05	33,695.74	35,109.88	36,475.27	38,060.11	39,376.72	TS05	43,058.38	44,789.49	46,715.66	48,398.01	50,226.66
TG06	32,452.28	33,793.27	35,109.88	36,450.89	37,865.04	TL06	35,719.43	37,109.20	38,572.11	40,083.78	41,668.60	TS06	44,935.78	46,861.94	48,714.98	50,543.61	52,542.92
TG07	34,280.90	35,841.34	37,182.35	38,620.87	40,059.41	TL07	37,669.99	39,279.18	40,742.10	42,326.93	44,082.42	TS07	46,837.56	48,714.98	50,665.53	52,640.45	54,590.99
TG08	36,109.55	37,645.61	39,181.66	40,644.56	42,131.88	TL08	39,742.44	41,497.94	43,058.38	44,716.34	46,349.94	TS08	48,495.53	50,543.61	52,640.45	54,590.99	56,663.46
TG09	38,060.11	39,596.15	41,107.83	42,790.17	44,301.84	TL09	41,814.90	43,546.01	45,203.98	46,935.10	48,714.98	TS09	50,470.46	52,591.68	54,590.99	56,809.76	58,833.45
TG10	39,742.44	41,497.94	43,058.38	44,716.34	46,349.94	TL10	43,716.68	45,716.00	47,447.12	49,251.37	51,055.62	TS10	52,201.58	54,420.33	56,541.55	58,809.06	60,930.28
TG11	41,619.85	43,302.20	45,008.93	46,837.56	48,495.53	TL11	45,862.30	47,739.70	49,568.34	51,640.79	53,445.05	TS11	54,200.89	56,346.50	58,687.15	60,881.53	63,149.05
TG12	43,399.73	45,130.84	46,935.10	48,763.73	50,616.77	TL12	47,764.06	49,787.77	51,762.71	53,713.26	55,663.81	TS12	56,005.15	58,345.82	60,735.23	63,027.13	65,416.56
TG13	45,106.46	46,959.48	48,934.41	50,836.19	52,737.98	TL13	49,787.77	51,860.23	53,981.44	56,005.15	58,053.23	TS13	58,614.00	60,930.28	63,417.24	65,782.28	68,342.38
TG14	46,935.10	48,934.41	50,884.95	52,908.65	54,737.28	TL14	51,738.33	53,786.41	56,005.15	58,223.91	60,345.13	TS14	61,612.98	64,246.22	66,830.71	69,390.79	71,853.37
TG15	48,812.50	50,933.72	52,957.41	55,005.49	57,102.33	TL15	53,713.26	56,005.15	58,248.27	60,491.43	62,661.39	TS15	65,392.16	68,098.56	70,756.18	73,511.33	76,193.33
TG16	50,665.53	52,762.37	54,810.44	57,077.96	59,077.27	TL16	55,639.43	58,028.84	60,369.51	62,612.65	64,904.53	TS16	69,634.61	72,560.44	75,437.49	78,338.95	81,240.38

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

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

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

* Note: Steps may vary slightly due to rounding

FISCAL YEAR 2019 SPECIAL PAY TABLE

EFFECTIVE 7/1/2018

COUNCIL MEMBER		
ANNUAL	CM	15,000.00
		23,100.00 <i>effective at beginning of next term</i>
METRO MAYOR		
ANNUAL	MM	180,000.00
VICE MAYOR		
ANNUAL	VM	17,000.00
		25,230.00 <i>effective at beginning of next term</i>
PUBLIC DEFENDER		
ANNUAL	PD	148,505.00
		166,526.00 <i>effective at beginning of next term</i>
BOARD OF EDUCATION MEMBER		
ANNUAL	BE	14,000.00

JUDICIAL SERVICES		<u>MINIMUM</u>	<u>MAXIMUM</u>
ANNUAL	JS01	41,205.31	53,561.73
	JS02	49,446.37	64,280.28
	JS03	59,335.64	77,136.34

SCHOOL PATROL		<u>MINIMUM</u>	<u>MAXIMUM</u>
HOURLY	SP	10.81	14.66
	SS	12.43	15.84

DIRECTORS PAY		<u>MINIMUM</u>	<u>MAXIMUM</u>
ANNUAL	DP01	56,261.34	118,658.72
	DP02	94,754.76	182,786.22
	DP03	129,610.95	259,999.61

FISCAL YEAR 2019 PART-TIME/SEASONAL PAY TABLE

EFFECTIVE 7/1/2018

		Open Range	
		MIN	MAX
09020	Part-Time/Seasonal		
09100	Part-Time Worker 1	7.62	12.49
09101	Part-Time Worker 2	8.38	13.94
09102	Part-Time Worker 3	9.47	15.06
10893	Part-Time Worker 4	10.90	18.00
09103	Seasonal Worker 1	7.62	11.15
09104	Seasonal Worker 2	8.00	11.71
09105	Seasonal Worker 3	8.67	13.94
09106	Seasonal Worker 4	9.22	14.49
09107	Seasonal Worker 5	9.47	15.06
10894	Seasonal Worker 6	10.00	16.50
10895	Seasonal Worker 7	10.90	18.00
09108	Sports Official (per game)	8.00	66.63
09109	Chief Umpire (per game)	15.00	37.90
09110	Sports Scorer (per game)	8.00	15.00