6/6/19

B&F
Personnel
Public Safety

RESOLUTION NO. RS 1773

A resolution adopting a new pay plan for employees of the Metropolitan Departments of Police and Fire, effective July 1, 2019.

WHEREAS, the Metropolitan Civil Service Commission has, pursuant to Section 12.10 of the Metropolitan Charter, assigned each employment classification to a salary grade as of July 1, 2019, with such assignments being equitably related to each other; and,

WHEREAS, the Civil Service Commission has adopted the salary ranges for each grade; and,

WHEREAS, the Director of Personnel for the Civil Service Commission has recommended, after the Commission's approval, desirable salary ranges for each grade to the Director of Finance; and,

WHEREAS, pursuant to RS2018-1249, a one-year pay plan was approved by the Metropolitan Council to go into effect on July 1, 2018; and,

WHEREAS, the pay plan that was adopted pursuant to RS2018-1249 included increment pay increases that are earned at various time intervals; and,

WHEREAS, it is the desire for these increment increases to continue; and,

WHEREAS, it is further the desire that employees who are paid pursuant to open pay ranges be eligible, at the discretion of the employee's Appointing Authority, to receive merit pay increases; and,

WHEREAS, the Civil Service Commission recognizes that the pay scales included in the pay plan adopted pursuant to RS2018-1249 should be modified by applying a cost of living increase as of July 1, 2019; and,

WHEREAS, the Civil Service Commission recommends that the pay scales be increased by 3% as of July 1, 2019; and,

WHEREAS, the Civil Service Commission further recognizes the need to make adjustments on the Police and Fire Pay table, for competitive purposes, by increasing the starting salaries for Police and Fire employees while in the training academies and while on probationary status; and,

WHEREAS, The Civil Service Commission also recognizes the need to make adjustments on the Directors Pay Table, for equity and competitive purposes, by increasing the minimum and maximum salaries for each level; and,

WHEREAS, pursuant to Sec. 12.10 of the Metropolitan Charter the Civil Service Commission has created the new employment classifications of Crime Scene Investigator 3 and Fire

Inspector 2 – Field Training Officer, necessitating the need to amend the pay plan adopted pursuant to RS2018-1249 by adding these classifications; and,

WHEREAS, pursuant to Sec. 12.10 of the Metropolitan Charter, the recommendations of the Metropolitan Civil Service Commission were forwarded to the Director of Finance for her consideration; and,

WHEREAS, the Director of Finance has approved the recommendations of the Civil Service Commission and forwarded the same with a statement of full budgetary implications to the Mayor for his approval; and,

WHEREAS, the Mayor has approved the plan presented to him by the Director of Finance and recommends its adoption by the Metropolitan County Council.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY:

Section 1: The pay plan adopted pursuant to RS2018-1249 and which went into effect on July 1, 2018, for employees of the Metropolitan Departments of Police and Fire, from and after July 1, 2019, shall be as provided in Exhibit "A". Exhibit "A" reflects a salary increase in the amount of 3% and the continuation of step increment adjustments. Exhibit "A" further reflects:

- Adjustments to the Police and Fire Pay Table by deleting the PF01 grade and increasing the pay scale for the PF02 and PF03 grades by a total of approximately 6.3%.
- All step increments for the PF02 and PF03 grades are deleted.
- Adjustments to the Directors Pay Table by increasing in various percentage amounts the minimum and maximum salaries for each level.
- Adjustments to some classifications by changing the title and upgrading the salary assigned to that position as set out in the worksheets submitted to the Metropolitan Council.
- Deletion of the following classifications:

  a. Police Operations Assistant 1 – Class #07362 – Grade ST04
  b. Equipment & Supply Clerk 1 – Class #05010 – Grade ST04
  c. Office Support Rep 1 – Class #10120 – Grade ST04
  d. Steno Clerk 1 – Class #06092 – Grade ST04
  e. Steno Clerk 2 – Class #04840 – Grade ST05
  f. Steno Clerk 3 – Class #03840 – Grade ST06

Exhibit "A" is incorporated into this Resolution as if fully set out herein.

Section 2: The pay plan adopted pursuant to RS2018-1249 and which went into effect on July 1, 2018, for the employees of the Metropolitan Departments of Police and Fire, from and after July 1, 2019, shall include the positions of:

- Crime Scene Investigator 3 – Class # 11046 – Grade ST11

- Fire Inspector 2 – Field Training Officer – Class #11047 – Grade PF06

Section 3: Additional funding shall be provided to each department in the amount of 2 % of that department's total annual open range salary budget so that employees in Open Range pay classifications will have the opportunity to receive merit based salary increases, at the discretion of the Appointing Authority, as reflected in Exhibit "A". Eligibility for Open Range salary increases for FY20 will become effective as of July 1, 2019.

Section 4: Upon the adoption of the pay plan attached as Exhibit "A" and upon it becoming effective, the pay plan adopted pursuant to RS2018-1249 is hereby repealed.

Section 5: This Resolution shall take effect on July 1, 2019, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

RECOMMENDED BY:

Shannon Hall, Director
Metropolitan Department of Human Resources

William H. Farmer, Chairman
Metropolitan Civil Service Commission

INTRODUCED BY:

Members of Council

APPROVED AS TO AVAILABILITY
OF FUNDS:

Talia Lomax O'dneal, Director
Metropolitan Department of Finance

APPROVED AS TO FORM
AND LEGALITY:

Metropolitan Attorney

APPROVED AND RECOMMENDED TO THE
METROPOLITAN COUNTY COUNCIL FOR
ADOPTION:

David Briley
Mayor

## 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 (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.

**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:**

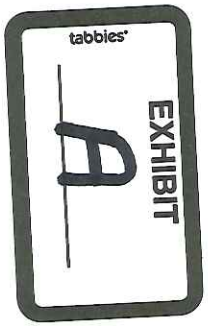
Included in the pay plan are special pay types specifically designed for Correctional Officers (CO), Public Defender (PD), Mayor (MM), Vice Mayor (VM), Council Members (CM), Judicial Assistants (JS), Departmental Directors (DP), School Crossing Guards (SP) and School Crossing Guard Supervisors (SS),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

**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.

**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

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 2020 POLICE AND FIRE PAY TABLE

**EFFECTIVE 7/1/2019**

| GRADE | STEP1 | STEP2 | STEP3 | STEP4 | STEP5 | STEP6 | STEP7 | STEP8 | STEP9 | STEP10 | STEP* |
|---|---|---|---|---|---|---|---|---|---|---|---|
| PF02 | 41,841.33 | | | | | | | | | | |
| PF03 | 46,494.45 | | | | | | | | | | |
| PF04 | 49,836.02 | 51,496.76 | 53,157.48 | 54,818.21 | 56,478.93 | 58,139.66 | 59,800.39 | 61,461.12 | 63,121.84 | 64,782.57 | 1,660.72 |
| PF05 | 55,046.66 | 56,881.40 | 58,716.12 | 60,550.85 | 62,385.60 | 64,220.32 | 66,055.04 | 67,889.78 | 69,724.51 | 71,559.23 | 1,834.73 |
| PF06 | 60,618.32 | 62,638.89 | 64,659.48 | 66,680.05 | 68,700.62 | 70,721.18 | 72,741.75 | 74,762.32 | 76,782.91 | 78,803.47 | 2,020.58 |
| PF07 | 63,649.23 | 65,770.85 | 67,892.47 | 70,014.11 | 72,135.72 | 74,257.35 | 76,378.96 | 78,500.58 | 80,622.20 | 82,743.81 | 2,121.62 |
| PF08 | 66,600.74 | 68,821.35 | 71,041.96 | 73,262.58 | 75,483.19 | 77,703.82 | 79,924.44 | 82,145.04 | 84,365.66 | 86,586.29 | 2,220.61 |
| PF09 | 69,930.77 | 72,261.57 | 74,592.36 | 76,923.15 | 79,253.95 | 81,584.73 | 83,915.53 | 86,246.33 | 88,577.11 | 90,907.90 | 2,330.80 |
| PF10 | 73,217.49 | 75,657.83 | 78,098.15 | 80,538.50 | 82,978.84 | 85,419.17 | 87,859.53 | 90,299.86 | 92,740.19 | 95,180.53 | 2,440.34 |
| PF11 | 79,826.18 | 82,487.14 | 85,148.09 | 87,809.03 | 90,469.99 | 93,130.94 | 95,791.90 | 98,452.84 | 101,113.80 | 103,774.76 | 2,660.96 |
| PF12 | 85,414.02 | 88,260.86 | 91,107.71 | 93,954.56 | 96,801.41 | 99,648.27 | 102,495.10 | 105,341.96 | 108,188.81 | 111,035.66 | 2,846.85 |
| | | | | | Move to next step after | | | | | | |
| | 1 year | 1 year | 1 year | 1 year | 1 year | 1 year | 1 year | 1 year | 1 year | | |

| GRADE | Minimum | Midpoint | Maximum |
|---|---|---|---|
| PF13 | 93,094.14 | 119,159.43 | 145,224.72 |
| PF14 | 110,012.43 | 145,201.49 | 180,390.56 |
| PF15 | 129,402.35 | 174,676.45 | 219,950.56 |
| | | Open Range | |

** Note: steps may vary slightly due to rounding*

*** Rate at PF02 is for Provisional Trainee employees while in training academies. Rate at PF03 is for Police Officer 1, Fire Fighter 1, and EMT 1 employees during 6-month probationary period.*

## FISCAL YEAR 2020 STANDARD RANGE PAY TABLE

**EFFECTIVE 7/1/2019**

| GRADE | STEP1 | STEP2 | STEP3 | STEP4 | STEP5 | STEP6 | STEP7 | STEP8 | STEP9 | STEP10 | STEP* |
|---|---|---|---|---|---|---|---|---|---|---|---|
| ST01 | 22,105.37 | 22,842.18 | 23,579.00 | 24,315.84 | 25,052.67 | 25,789.49 | 26,526.31 | 27,263.13 | 27,999.96 | 28,736.78 | 736.81 |
| ST02 | 24,106.17 | 24,909.68 | 25,713.20 | 26,516.73 | 27,320.26 | 28,123.75 | 28,927.27 | 29,730.80 | 30,534.30 | 31,337.83 | 803.51 |
| ST03 | 26,288.09 | 27,164.32 | 28,040.57 | 28,916.83 | 29,793.07 | 30,669.31 | 31,545.55 | 32,421.80 | 33,298.05 | 34,174.30 | 876.23 |
| ST04 | 28,667.50 | 29,623.04 | 30,578.60 | 31,534.17 | 32,489.72 | 33,445.26 | 34,400.82 | 35,356.39 | 36,311.94 | 37,267.50 | 955.55 |
| ST05 | 31,262.25 | 32,304.29 | 33,346.34 | 34,388.40 | 35,430.44 | 36,472.49 | 37,514.53 | 38,556.59 | 39,598.63 | 40,640.68 | 1,042.04 |
| ST06 | 34,091.88 | 35,228.24 | 36,364.60 | 37,500.99 | 38,637.35 | 39,773.70 | 40,910.07 | 42,046.44 | 43,182.80 | 44,319.16 | 1,136.36 |
| ST07 | 37,177.61 | 38,416.84 | 39,656.06 | 40,895.28 | 42,134.51 | 43,373.71 | 44,612.95 | 45,852.18 | 47,091.38 | 48,330.61 | 1,239.22 |
| ST08 | 40,542.65 | 41,894.06 | 43,245.43 | 44,596.83 | 45,948.21 | 47,299.59 | 48,650.98 | 50,002.36 | 51,353.75 | 52,705.13 | 1,351.40 |
| ST09 | 44,212.28 | 45,685.98 | 47,159.69 | 48,633.39 | 50,107.10 | 51,580.79 | 53,054.50 | 54,528.20 | 56,001.90 | 57,475.62 | 1,473.70 |
| ST10 | 48,835.80 | 50,463.39 | 52,090.97 | 53,718.56 | 55,346.14 | 56,973.72 | 58,601.30 | 60,228.88 | 61,856.47 | 63,484.06 | 1,627.58 |
| ST11 | 53,777.73 | 55,569.85 | 57,361.98 | 59,154.08 | 60,946.21 | 62,738.32 | 64,530.44 | 66,322.57 | 68,114.67 | 69,906.80 | 1,792.12 |
| | Move to next step after | | | | | Move to next step after | | | | | |
| | 1 year | 1 year | 1 year | 1 year | 2 years | 2 years | 2 years | 2 years | 2 years | | |

** Note: steps may vary slightly due to rounding*

## FISCAL YEAR 2020 OPEN RANGE PAY TABLE

EFFECTIVE 7/1/2019

| Grade | Minimum | Midpoint | Maximum |
|---|---|---|---|
| OR01 | 40,542.65 | 46,623.90 | 52,705.13 |
| OR02 | 44,212.28 | 50,843.94 | 57,475.62 |
| OR03 | 48,835.80 | 56,159.94 | 63,484.06 |
| OR04 | 53,777.73 | 61,842.27 | 69,906.80 |
| OR05 | 59,085.44 | 67,949.55 | 76,813.67 |
| OR06 | 64,950.06 | 76,316.32 | 87,682.58 |
| OR07 | 70,814.69 | 85,123.82 | 99,432.95 |
| OR08 | 76,702.93 | 93,961.09 | 111,219.26 |
| OR09 | 82,591.18 | 103,238.96 | 123,886.75 |
| OR10 | 90,094.28 | 114,870.20 | 139,646.14 |
| OR11 | 97,597.40 | 126,876.62 | 156,155.84 |
| OR12 | 106,197.60 | 140,711.81 | 175,226.03 |
| OR13 | 114,797.80 | 154,977.01 | 195,156.24 |

**Open Range**

# FISCAL YEAR 2020 TRADES AND LABOR PAY TABLE

**EFFECTIVE 7/1/2019**

| GRADE | STEP1 | STEP2 | STEP3 | STEP4 | STEP5 |
|---|---|---|---|---|---|
| TG01 | 22,878.25 | 23,807.43 | 24,736.62 | 25,690.94 | 26,645.23 |
| TG02 | 24,033.44 | 25,012.87 | 25,992.29 | 26,996.82 | 28,001.35 |
| TG03 | 26,921.48 | 28,001.35 | 29,131.46 | 30,211.33 | 31,391.65 |
| TG04 | 29,583.50 | 30,788.94 | 32,069.71 | 33,275.15 | 34,555.93 |
| TG05 | 31,517.22 | 32,898.46 | 34,254.58 | 35,635.81 | 36,916.58 |
| TG06 | 33,425.85 | 34,807.07 | 36,163.18 | 37,544.42 | 39,000.99 |
| TG07 | 35,309.33 | 36,916.58 | 38,297.82 | 39,779.50 | 41,261.19 |
| TG08 | 37,192.84 | 38,774.98 | 40,357.11 | 41,863.90 | 43,395.84 |
| TG09 | 39,201.91 | 40,784.03 | 42,341.06 | 44,073.88 | 45,630.90 |
| TG10 | 40,934.71 | 42,742.88 | 44,350.13 | 46,057.83 | 47,740.44 |
| TG11 | 42,868.45 | 44,601.27 | 46,359.20 | 48,242.69 | 49,950.40 |
| TG12 | 44,701.72 | 46,484.77 | 48,343.15 | 50,226.64 | 52,135.27 |
| TG13 | 46,459.65 | 48,368.26 | 50,402.44 | 52,361.28 | 54,320.12 |
| TG14 | 48,343.15 | 50,402.44 | 52,411.50 | 54,495.91 | 56,379.40 |
| TG15 | 50,276.88 | 52,461.73 | 54,546.13 | 56,655.65 | 58,815.40 |
| TG16 | 52,185.50 | 54,345.24 | 56,454.75 | 58,790.30 | 60,849.59 |

Move to next step after

| | | | |
|---|---|---|---|
| 6 months | 18 months | 2 years | 2 years |

| GRADE | STEP1 | STEP2 | STEP3 | STEP4 | STEP5 |
|---|---|---|---|---|---|
| TL01 | 25,138.44 | 26,168.09 | 27,147.49 | 28,202.25 | 29,282.15 |
| TL02 | 26,368.98 | 27,448.87 | 28,528.74 | 29,658.84 | 30,788.94 |
| TL03 | 29,558.38 | 30,788.94 | 31,994.36 | 33,275.15 | 34,480.61 |
| TL04 | 32,571.97 | 34,053.67 | 35,384.66 | 36,791.01 | 38,147.14 |
| TL05 | 34,706.61 | 36,163.18 | 37,569.53 | 39,201.91 | 40,558.02 |
| TL06 | 36,791.01 | 38,222.48 | 39,729.27 | 41,286.29 | 42,918.66 |
| TL07 | 38,800.09 | 40,457.56 | 41,964.36 | 43,596.74 | 45,404.89 |
| TL08 | 40,934.71 | 42,742.88 | 44,350.13 | 46,057.83 | 47,740.44 |
| TL09 | 43,069.35 | 44,852.39 | 46,560.10 | 48,343.15 | 50,176.43 |
| TL10 | 45,028.18 | 47,087.48 | 48,870.53 | 50,728.91 | 52,587.29 |
| TL11 | 47,238.17 | 49,171.89 | 51,055.39 | 53,190.01 | 55,048.40 |
| TL12 | 49,196.98 | 51,281.40 | 53,315.59 | 55,324.66 | 57,333.72 |
| TL13 | 51,281.40 | 53,416.04 | 55,600.88 | 57,685.30 | 59,794.83 |
| TL14 | 53,290.48 | 55,400.00 | 57,685.30 | 59,970.63 | 62,155.48 |
| TL15 | 55,324.66 | 57,685.30 | 59,995.72 | 62,306.17 | 64,541.23 |
| TL16 | 57,308.61 | 59,769.71 | 62,180.60 | 64,491.03 | 66,851.67 |

Move to next step after

| | | | |
|---|---|---|---|
| 6 months | 18 months | 2 years | 2 years |

| GRADE | STEP1 | STEP2 | STEP3 | STEP4 | STEP5 |
|---|---|---|---|---|---|
| TS01 | 37,167.71 | 38,800.09 | 40,256.67 | 41,863.90 | 43,571.62 |
| TS02 | 38,649.41 | 40,382.23 | 41,914.13 | 43,546.49 | 45,304.43 |
| TS03 | 40,733.80 | 42,315.95 | 44,073.88 | 45,706.25 | 47,439.07 |
| TS04 | 42,516.86 | 44,249.67 | 46,057.83 | 47,815.76 | 49,674.15 |
| TS05 | 44,350.13 | 46,133.17 | 48,117.13 | 49,849.95 | 51,733.46 |
| TS06 | 46,283.85 | 48,267.80 | 50,176.43 | 52,059.92 | 54,119.21 |
| TS07 | 48,242.69 | 50,176.43 | 52,185.50 | 54,219.66 | 56,228.72 |
| TS08 | 49,950.40 | 52,059.92 | 54,219.66 | 56,228.72 | 58,363.36 |
| TS09 | 51,984.57 | 54,169.43 | 56,228.72 | 58,514.05 | 60,598.45 |
| TS10 | 53,767.63 | 56,052.94 | 58,237.80 | 60,573.33 | 62,758.19 |
| TS11 | 55,826.92 | 58,036.90 | 60,447.76 | 62,707.98 | 65,043.52 |
| TS12 | 57,685.30 | 60,096.19 | 62,557.29 | 64,917.94 | 67,379.06 |
| TS13 | 60,372.42 | 62,758.19 | 65,319.76 | 67,755.75 | 70,392.65 |
| TS14 | 63,461.37 | 66,173.61 | 68,835.63 | 71,472.51 | 74,008.97 |
| TS15 | 67,353.92 | 70,141.52 | 72,878.87 | 75,716.67 | 78,479.13 |
| TS16 | 71,723.65 | 74,737.25 | 77,700.61 | 80,689.12 | 83,677.59 |

Move to next step after

| | | | |
|---|---|---|---|
| 6 months | 18 months | 2 years | 2 years |

## FISCAL YEAR 2020 EMERGENCY TELECOMMUNICATIONS PAY TABLE

**EFFECTIVE 7/1/2019**

| GRADE | STEP1 | STEP2 | STEP3 | STEP4 | STEP5 | STEP6 | STEP7 | STEP8 | STEP9 | STEP10 | STEP* |
|---|---|---|---|---|---|---|---|---|---|---|---|
| ET01 | 37,177.61 | 38,416.84 | 39,656.06 | 40,895.28 | 42,134.51 | 43,373.71 | 44,612.95 | 45,852.18 | 47,091.38 | 48,330.61 | 1,239.22 |
| ET02 | 40,542.65 | 41,894.06 | 43,245.43 | 44,596.83 | 45,948.21 | 47,299.59 | 48,650.98 | 50,002.36 | 51,353.75 | 52,705.13 | 1,351.40 |
| ET03 | 44,212.28 | 45,685.98 | 47,159.69 | 48,633.39 | 50,107.10 | 51,580.79 | 53,054.50 | 54,528.20 | 56,001.90 | 57,475.62 | 1,473.70 |
| ET04 | 48,835.80 | 50,463.39 | 52,090.97 | 53,718.56 | 55,346.14 | 56,973.72 | 58,601.30 | 60,228.88 | 61,856.47 | 63,484.06 | 1,627.58 |
| ET05 | 53,777.73 | 55,569.85 | 57,361.98 | 59,154.08 | 60,946.21 | 62,738.32 | 64,530.44 | 66,322.57 | 68,114.67 | 69,906.80 | 1,792.12 |
| ET06 | 59,085.44 | 61,055.11 | 63,024.78 | 64,994.44 | 66,964.13 | 68,933.81 | 70,903.47 | 72,873.15 | 74,842.81 | 76,812.50 | 1,969.68 |

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

| GRADE | Minimum | Midpoint | Maximum |
|---|---|---|---|
| ET07 | 70,814.69 | 85,123.82 | 99,432.95 |
| ET08 | 82,591.18 | 103,238.96 | 123,886.75 |
| | | Open Range | |

** Note: steps may vary slightly due to rounding*

## FISCAL YEAR 2020 SPECIAL PAY TABLE – GENERAL PAY PLAN

**EFFECTIVE 7/1/2019**

| | | | |
|---|---|---|---|
| **Council Member** | | | |
| ANNUAL | CM | 15,000.00 | |
| | | 23,100.00 | *Effective at beginning of next term |
| **Metro Mayor** | | | |
| ANNUAL | MM | 180,000.00 | |
| **Vice Mayor** | | | |
| ANNUAL | VM | 17,000.00 | |
| | | 25,230.00 | *Effective at beginning of next term |
| **Public Defender** | | | |
| ANNUAL | PD | 166,526.00 | |
| **Board of Education Member** | | | |
| ANNUAL | BE | 14,000.00 | |

| **Judicial Services** | | Minimum | Maximum |
|---|---|---|---|
| ANNUAL | JS01 | 42,441.47 | 55,168.58 |
| | JS02 | 50,929.76 | 66,208.69 |
| | JS03 | 61,115.71 | 79,450.43 |

| **School Patrol** | | Minimum | Maximum |
|---|---|---|---|
| HOURLY | SP01 | 11.13 | 15.10 |
| | SS01 | 12.80 | 16.32 |

| **Directors Pay** | | Minimum | Maximum |
|---|---|---|---|
| ANNUAL | DP01 | 73,542.00 | 132,375.60 |
| | DP02 | 98,861.46 | 188,269.81 |
| | DP03 | 133,899.80 | 267,799.60 |

## FISCAL YEAR 2020 PART TIME – SEASONAL PAY TABLE

**EFFECTIVE 7/1/2019**

| 09020 | Part-Time/Seasonal | Open | Range |
|---|---|---|---|
| | | MIN | MAX |
| 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 |