



Metropolitan Government of Nashville and Davidson County

Pay Tables Effective 7/1/2025

- General Government
- Police and Fire
- Health
- Longevity Pay Resolution

Explanation of Pay Types

<p>Trades & Labor Schedule (TR):</p>	<p>A position is classified under the TR if its primary duty involves the performance of physical work which requires knowledge or experience of a trade, craft, or of a manual-labor nature.</p>	<p>Open Range (OR):</p> <p>Employees in certain positions designated by the Civil Service Commission will be compensated on open range salary grades, which include minimum and maximum salaries only. Employees may be compensated anywhere within this range, subject to provisions in the Open Range policy.</p>
<p>Standard Range Schedule (ST):</p>	<p>A position is subject to the ST, even if it requires physical work, if its primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature not related to trade, craft, or manual-labor work.</p>	<p>Special Pay Types:</p> <p>Included in the pay plan are special pay types specifically designed for elected officials, department directors, and other non-Civil Service positions included in these pay plans. These include Public Defender (PD), Mayor (MM), Vice Mayor (VM), Council Member (CM), Board of Education Member (BE), Departmental Directors (DP), Judicial Assistants (JS), Library Page (LP), School Crossing Guards (SP) and School Crossing Guard Supervisors (SS).</p>
<p>Police and Fire Schedules (PS and FD):</p>	<p>The PS schedule covers sworn members of the Metro Police Department and the FD schedule covers Emergency Medical Service, Fire Suppression, and other designated employees of the Fire Department.</p>	<p>Bonus Plans:</p> <p>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 6% of the employees' annual base pay.</p>
<p>Other Pay Types (CO; ET; PK; IT):</p>	<p>These pay types are specifically designed for Correctional Officers (CO), Emergency Telecommunications (ET), Park Police (PK), and Information Technology Professionals (IT).</p>	

Cover Photo: Cumberland River Pedestrian Bridge

The Cumberland River Pedestrian Bridge offers scenic views of the Cumberland River and a glimpse of Metro Nashville's greenway system. Built in 2007, the bridge is located at the intersection of the Stones River Greenway and the Cumberland River Greenway, connecting Percy Priest Lake to East Nashville & Downtown. Nashville's nearly 110+ miles of greenway system includes paths that range in length from a short 10- to 15-minute walk to 10 miles or more. Most are located on or near water corridors all over Davidson County.

Photo Credit: Omar De Jesus, Human Resources Department

Explanation of Pay Calculations

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

Step Plans: ST, FD, PS, CO, ET, PK, TR	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 three 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.	Education Incentive	In accordance with Civil Service Policy, sworn Police and Fire employees receive an additional 3% or 6% for an associates or bachelor’s degree, respectively.
Open Range	Employees eligible for the Open Range pay plan may receive promotions in accordance with Civil Service Policy.	Police Entertainment Unit (EDU)	An incentive payment of up to \$1,250.00 per calendar month, as authorized by the Civil Service Commission, may be paid to eligible employees permanently assigned to the Entertainment District Unit.
Reclassifications	Employees on any pay schedule who are reclassified are slotted into the new pay grade at the step or rate which is closest to, but not less than, their current pay.	Correctional Officer Mobile Command Unit (MCU)	An incentive payment of \$576.92 per bi-weekly pay period, as authorized by the Civil Service Commission, may be paid to eligible employees permanently assigned to the Mobile Command Unit.
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.	Shift Differential	In accordance with Civil Service Rules, some employees may be eligible for an additional 70 cents or 80 cents per hour for working evening or night shifts, respectively.
		Bonus Plans	Bonuses are a way to grant employees a pay increase without permanently increasing base pay. Bonus plans and payments must be approved in advance by the Civil Service Commission, if applicable, and by the Directors of Finance and Human Resources.

FISCAL YEAR 2026 STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2025

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	Use for promotional calculation only		
																1	2	3
ST05	45,043	45,944	46,863	47,800	48,756	49,731	50,726	51,740	52,775	53,831	54,907	56,005	57,125	58,268	59,433	60,622	61,834	63,071
ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
ST12	76,387	77,915	79,473	81,063	82,684	84,338	86,025	87,745	89,500	91,290	93,116	94,978	96,878	98,815	100,791	102,807	104,863	106,960

Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year
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* Note: Steps may vary slightly due to rounding

FISCAL YEAR 2026 OPEN RANGE PAY TABLE

GRADE	Minimum	Midpoint	Maximum
OR01	54,699	62,904	71,108
OR02	59,085	67,948	76,810
OR03	62,595	71,983	81,371
OR04	68,930	79,266	89,603
OR05	75,733	87,094	98,456
OR06	83,250	97,818	112,387
OR07	90,767	109,107	127,448
OR08	98,314	120,434	142,555
OR09	105,861	132,326	158,791
OR10	115,478	147,235	178,991
OR11	125,095	162,624	200,152
OR12	138,736	180,357	221,978
OR13	149,918	198,641	247,364
OR14	169,463	224,538	279,613

Open Range

FISCAL YEAR 2026 INFORMATION TECHNOLOGY PAY TABLE

GRADE	Minimum	Midpoint	Maximum
IT01	54,699	62,904	71,108
IT02	59,085	67,948	76,810
IT03	62,595	71,983	81,371
IT04	68,930	79,266	89,603
IT05	75,733	87,094	98,456
IT06	83,250	97,818	112,387
IT07	90,767	109,107	127,448
IT08	98,314	120,434	142,555
IT09	105,861	132,326	158,791
IT10	115,478	147,235	178,991
IT11	125,095	162,624	200,152
IT12	138,736	180,357	221,978
IT13	149,918	198,641	247,364
IT14	169,463	224,538	279,613

Open Range

EFFECTIVE 7/1/2025

FISCAL YEAR 2026 TRADES AND LABOR PAY TABLE

EFFECTIVE 7/1/2025

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	Use for promotional calculation only		
																1	2	3
TR01	45,332	46,239	47,165	48,108	49,070	50,052	51,053	52,074	53,115	54,178	55,261	56,366	57,494	58,644	59,817	61,013	62,234	63,478
TR02	47,750	48,706	49,681	50,675	51,688	52,722	53,776	54,852	55,949	57,068	58,209	59,373	60,561	61,772	63,007	64,267	65,552	66,864
TR03	50,329	51,337	52,365	53,412	54,480	55,570	56,681	57,815	58,971	60,150	61,353	62,580	63,832	65,109	66,411	67,739	69,094	70,476
TR04	52,554	53,606	54,679	55,773	56,888	58,026	59,186	60,370	61,578	62,809	64,065	65,347	66,653	67,986	69,346	70,733	72,148	73,591
TR05	55,037	56,138	57,262	58,407	59,575	60,767	61,982	63,222	64,486	65,776	67,092	68,433	69,802	71,198	72,622	74,074	75,556	77,067
TR06	57,390	58,539	59,711	60,905	62,123	63,366	64,633	65,926	67,244	68,589	69,961	71,360	72,787	74,243	75,728	77,243	78,787	80,363
TR07	60,647	61,861	63,099	64,361	65,648	66,961	68,300	69,666	71,060	72,481	73,930	75,409	76,917	78,456	80,025	81,626	83,258	84,923
TR08	63,162	64,426	65,715	67,030	68,370	69,738	71,133	72,555	74,006	75,486	76,996	78,536	80,107	81,709	83,343	85,010	86,710	88,444
TR09	65,838	67,156	68,500	69,870	71,267	72,692	74,146	75,629	77,142	78,685	80,258	81,863	83,501	85,171	86,874	88,611	90,384	92,191
TR10	68,417	69,787	71,183	72,607	74,059	75,540	77,051	78,592	80,164	81,767	83,403	85,071	86,772	88,507	90,278	92,084	93,925	95,804
TR11	71,029	72,450	73,901	75,379	76,886	78,424	79,992	81,592	83,224	84,888	86,586	88,318	90,084	91,886	93,724	95,598	97,510	99,461
TR12	73,576	75,049	76,551	78,082	79,643	81,236	82,861	84,518	86,208	87,932	89,691	91,485	93,315	95,181	97,085	99,027	101,007	103,027
TR13	76,519	78,051	79,613	81,205	82,829	84,486	86,175	87,899	89,657	91,450	93,279	95,144	97,047	98,988	100,968	102,987	105,047	107,148
TR14	77,510	79,061	80,643	82,256	83,901	85,579	87,291	89,036	90,817	92,633	94,486	96,376	98,303	100,269	102,275	104,321	106,407	108,535
TR15	81,476	83,106	84,769	86,465	88,194	89,958	91,757	93,592	95,464	97,373	99,321	101,307	103,333	105,400	107,508	109,658	111,851	114,088
TR16	86,473	88,204	89,969	91,768	93,603	95,475	97,385	99,333	101,319	103,346	105,413	107,521	109,671	111,865	114,102	116,384	118,712	121,086
TR17	92,083	93,926	95,806	97,722	99,676	101,670	103,703	105,777	107,893	110,050	112,251	114,496	116,786	119,122	121,504	123,934	126,413	128,941
TR18	95,767	97,683	99,638	101,630	103,663	105,736	107,851	110,008	112,208	114,452	116,741	119,076	121,458	123,887	126,365	128,892	131,470	134,100

Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year
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* Note: Steps may vary slightly due to rounding

FISCAL YEAR 2026 EMERGENCY TELECOMMUNICATIONS PAY TABLE

EFFECTIVE 7/1/2025

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	Use for promotional calculation only		
																1	2	3
ET01	51,966																	
ET02	53,971																	
ET03	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
ET04	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
ET05	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
ET06	83,959	85,638	87,351	89,098	90,879	92,697	94,551	96,442	98,371	100,338	102,345	104,392	106,480	108,609	110,781	112,997	115,257	117,562
	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year

* Note: Steps may vary slightly due to rounding

GRADE	Minimum	Midpoint	Maximum
ET07	98,314	120,434	142,555
ET08	125,095	162,624	200,152

Open Range

FISCAL YEAR 2026 CORRECTIONAL OFFICER PAY TABLE

EFFECTIVE 7/1/2025

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	Use for promotional calculation only		
																1	2	3
CO00	51,966																	
CO01	56,669																	
CO02	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
CO03	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
CO04	76,387	77,915	79,473	81,063	82,684	84,338	86,025	87,745	89,500	91,290	93,116	94,978	96,878	98,815	100,791	102,807	104,863	106,960
	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year

* Note: Steps may vary slightly due to rounding

FISCAL YEAR 2026 FIRE PAY TABLE

EFFECTIVE 7/1/2025

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	Use for promotional calculation only		
																1	2	3
FD01	61,665																	
FD02	64,642																	
FD03	67,700	69,054	70,435	71,843	73,280	74,746	76,241	77,766	79,321	80,907	82,526	84,176	85,860	87,577	89,328	91,115	92,937	94,796
FD04	74,778	76,274	77,799	79,355	80,942	82,561	84,212	85,896	87,614	89,367	91,154	92,977	94,837	96,733	98,668	100,641	102,654	104,707
FD05	82,347	83,994	85,674	87,387	89,135	90,917	92,736	94,591	96,482	98,412	100,380	102,388	104,436	106,524	108,655	110,828	113,045	115,306
FD06	87,234	88,979	90,758	92,574	94,425	96,313	98,240	100,204	102,209	104,253	106,338	108,465	110,634	112,846	115,103	117,405	119,753	122,148
FD07	92,842	94,699	96,593	98,525	100,495	102,505	104,555	106,646	108,779	110,955	113,174	115,437	117,746	120,101	122,503	124,953	127,452	130,001
FD08	102,126	104,169	106,252	108,377	110,545	112,755	115,011	117,311	119,657	122,050	124,491	126,981	129,520	132,111	134,753	137,448	140,197	143,001
FD09	112,339	114,585	116,877	119,215	121,599	124,031	126,512	129,042	131,623	134,255	136,940	139,679	142,472	145,322	148,228	151,193	154,216	157,301
	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year

* Note: Steps may vary slightly due to rounding

GRADE	Minimum	Midpoint	Maximum
FD10	125,609	145,707	165,804
FD11	136,505	170,631	204,757
FD12	150,155	198,956	247,756
FD13	165,861	223,912	281,963

Open Range

FISCAL YEAR 2026 POLICE PAY TABLE

EFFECTIVE 7/1/2025

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	Use for promotional calculation only		
																1	2	3
PS01	65,097																	
PS02	69,718																	
PS03	74,464	75,953	77,472	79,022	80,602	82,214	83,858	85,536	87,246	88,991	90,771	92,586	94,438	96,327	98,253	100,218	102,222	104,267
PS04	82,001	83,641	85,314	87,020	88,760	90,536	92,346	94,193	96,077	97,999	99,958	101,958	103,997	106,077	108,198	110,362	112,569	114,821
PS05	94,905	96,803	98,739	100,714	102,728	104,783	106,878	109,016	111,196	113,420	115,688	118,002	120,362	122,769	125,225	127,730	130,284	132,890
PS06	113,886	116,163	118,487	120,856	123,274	125,739	128,254	130,819	133,435	136,104	138,826	141,602	144,434	147,323	150,270	153,275	156,341	159,468
	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year

* Note: Steps may vary slightly due to rounding

GRADE	Minimum	Midpoint	Maximum
PS07	130,000	156,000	182,000
PS08	136,505	170,631	204,757
PS09	150,155	198,956	247,756
PS10	165,861	223,891	281,921

Open Range

FISCAL YEAR 2026 PARK POLICE PAY TABLE

EFFECTIVE 7/1/2025

GRAD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	Use for promotional calculation only		
																1	2	3
PK00	65,097																	
PK01	69,718																	
PK02	74,464	75,953	77,472	79,022	80,602	82,214	83,858	85,536	87,246	88,991	90,771	92,586	94,438	96,327	98,253	100,218	102,222	104,267
PK03	82,001	83,641	85,314	87,020	88,760	90,536	92,346	94,193	96,077	97,999	99,958	101,958	103,997	106,077	108,198	110,362	112,569	114,821
PK04	94,905	96,803	98,739	100,714	102,728	104,783	106,878	109,016	111,196	113,420	115,688	118,002	120,362	122,769	125,225	127,730	130,284	132,890
	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year

** Rate at PK00 is for Provisional employees while in Police training academy
 Rate at PK01 is for Park Police 1 employees during 6-month probationary period

* Note: Steps may vary slightly due to rounding

FISCAL YEAR 2026 SPECIAL PAY TABLE

EFFECTIVE 7/1/2025

					<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
COUNCIL MEMBER				Directors Pay			
ANNUAL	CM	25,615		ANNUAL DP01	126,923	165,000	203,077
				DP02	147,115	191,250	235,385
METRO MAYOR				DP03	161,111	217,500	273,889
ANNUAL	MM	209,898		DP04	180,556	243,750	306,944
				DP05	200,000	270,000	340,000
VICE MAYOR				Judicial Services			
ANNUAL	VM	27,977		ANNUAL JS01	62,595	71,983	81,371
PUBLIC DEFENDER				JS02	65,279	75,071	84,863
ANNUAL	PD	202,130		JS03	78,335	90,085	101,835
BOARD OF EDUCATION MEMBER				Extension Service*			
ANNUAL	BE	14,000		ANNUAL AG01	30,898	35,533	40,168
<i>Effective as terms begin after July 2025:</i>		20,635		AG02	33,695	38,749	43,803
				AG03	45,154	51,708	58,263
				AG04	47,653	54,800	61,948
				AG05	51,966	59,760	67,555
				Library Page			
				HOURLY LP01	14.85	17.08	19.31
				School Patrol			
				HOURLY SP01	21.43	24.65	27.86
				SS01	24.65	28.34	32.03

* Extension Service employees receive funding for their pay from both Metro Government and the State of Tennessee. These rates represent Metro's portion.

FISCAL YEAR 2026 PART-TIME/SEASONAL PAY TABLE

EFFECTIVE 7/1/2025

HOURLY

	<u>MIN</u>	<u>MAX</u>
09100 Part-Time Worker 1	20.00	22.75
09101 Part-Time Worker 2	21.00	23.75
09103 Seasonal Worker 1	14.00	16.75
09104 Seasonal Worker 2	15.00	17.75
10895 Seasonal Worker 7	18.00	20.75
11195 Seasonal Worker 8	19.00	21.75
11196 Seasonal Worker 9	19.50	22.25
Sports Officials, Sports Scorers, Guest Instructors	\$30-\$60 per game/class	

FISCAL YEAR 2026 HEALTH STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2025

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	Use for promotional calculation only		
																1	2	3
ST05	45,043	45,944	46,863	47,800	48,756	49,731	50,726	51,740	52,775	53,831	54,907	56,005	57,125	58,268	59,433	60,622	61,834	63,071
ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
ST12	76,387	77,915	79,473	81,063	82,684	84,338	86,025	87,745	89,500	91,290	93,116	94,978	96,878	98,815	100,791	102,807	104,863	106,960

Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year	Move to next step after 1 year
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* Note: Steps may vary slightly due to rounding

FISCAL YEAR 2026 HEALTH DEPARTMENT PAY TABLES

EFFECTIVE 7/1/2025

HEALTH OPEN RANGE PAY TABLE

GRADE	Minimum	Midpoint	Maximum
OR01	54,699	62,904	71,108
OR02	59,085	67,948	76,810
OR03	62,595	71,983	81,371
OR04	68,930	79,266	89,603
OR05	75,733	87,094	98,456
OR06	83,250	97,818	112,387
OR07	90,767	109,107	127,448
OR08	98,314	120,434	142,555
OR09	105,861	132,326	158,791
OR10	115,478	147,235	178,991
OR11	125,095	162,624	200,152
OR12	138,736	180,357	221,978
OR13	149,918	198,641	247,364
OR14	169,463	224,538	279,613

Open Range

HEALTH INFORMATION TECHNOLOGY PAY TABLE

GRADE	Minimum	Midpoint	Maximum
IT01	54,699	62,904	71,108
IT02	59,085	67,948	76,810
IT03	62,595	71,983	81,371
IT04	68,930	79,266	89,603
IT05	75,733	87,094	98,456
IT06	83,250	97,818	112,387
IT07	90,767	109,107	127,448
IT08	98,314	120,434	142,555
IT09	105,861	132,326	158,791
IT10	115,478	147,235	178,991
IT11	125,095	162,624	200,152
IT12	138,736	180,357	221,978
IT13	149,918	198,641	247,364
IT14	169,463	224,538	279,613

Open Range

HEALTH HD PAY TABLE

GRADE	Minimum	Midpoint	Maximum
HD01	160,384	212,509	264,634
HD02	168,404	223,135	277,866
HD03	174,819	231,635	288,451
HD04	183,560	243,217	302,874

Open Range

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	15th	Use for promotional calculation only		
																		1	2	3
11325	311 Call Center Manager	OR05	75,733							87,094							98,456			
11044	311 Call Center Specialist	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
11045	311 Call Center Specialist Senior	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
11326	311 Call Center Supervisor	OR03	62,595							71,983							81,371			
11170	Accountant	OR04	68,930							79,266							89,603			
01050	Accountant Chief	OR13	149,918							198,641							247,364			
11171	Accountant Senior	OR06	83,250							97,818							112,387			
11249	Accounts Payable Specialist 1	OR01	54,699							62,904							71,108			
11250	Accounts Payable Specialist 2	OR03	62,595							71,983							81,371			
11251	Accounts Payable Specialist 3	OR04	68,930							79,266							89,603			
07241	Administrative Assistant	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10863	Administrative Services Division Manager	OR09	105,861							132,326							158,791			
07242	Administrative Services Manager	OR07	90,767							109,107							127,448			
07243	Administrative Services Officer 2	OR01	54,699							62,904							71,108			
07244	Administrative Services Officer 3	OR03	62,595							71,983							81,371			
07245	Administrative Services Officer 4	OR05	75,733							87,094							98,456			
07720	Administrative Specialist	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
10100	Application Technician 1	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
10102	Application Technician 2	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
10103	Application Technician 3	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
02670	Appraiser 2	OR01	54,699							62,904							71,108			
07247	Appraiser 3	OR03	62,595							71,983							81,371			
04400	Appraiser 4	OR05	75,733							87,094							98,456			
07246	Appraiser Analyst 2	OR02	59,085							67,948							76,810			
06116	Appraiser Analyst 3	OR04	68,930							79,266							89,603			
10830	Appraiser Analyst 4	OR07	90,767							109,107							127,448			
11173	Apprentice	TR04	52,554	53,606	54,679	55,773	56,888	58,026	59,186	60,370	61,578	62,809	64,065	65,347	66,653	67,986	69,346	70,733	72,148	73,591
06801	Aquatics Coordinator	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10831	Archives Associate	OR01	54,699							62,904							71,108			
06802	Archivist	OR05	75,733							87,094							98,456			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	15th	Use for promotional calculation only		
																		1	2	3
06650	Arts Commission Exec Director	DP01	126,923							165,000							203,077			
06524	Assessments Manager	OR09	105,861							132,326							158,791			
10943	Assistant Accountant Chief	OR11	125,095							162,624							200,152			
10942	Assistant Budget Officer	OR11	125,095							162,624							200,152			
11391	Assistant Grants and Accountability Officer	OR11	125,095							162,624							200,152			
10868	Assistant Metropolitan Attorney 1	OR07	90,767							109,107							127,448			
10869	Assistant Metropolitan Attorney 2	OR09	105,861							132,326							158,791			
10870	Assistant Metropolitan Attorney 3	OR11	125,095							162,624							200,152			
10871	Assistant Metropolitan Attorney 4	OR12	138,736							180,357							221,978			
10944	Assistant Metropolitan Treasurer	OR11	125,095							162,624							200,152			
10864	Assistant Public Defender 1	OR07	90,767							109,107							127,448			
10865	Assistant Public Defender 2	OR09	105,861							132,326							158,791			
10866	Assistant Public Defender 3	OR11	125,095							162,624							200,152			
10867	Assistant Public Defender 4	OR12	138,736							180,357							221,978			
10945	Assistant Public Property Officer	OR11	125,095							162,624							200,152			
10946	Assistant Purchasing Agent	OR11	125,095							162,624							200,152			
07192	Associate Metropolitan Attorney	OR13	149,918							198,641							247,364			
00480	Attorney 1	OR07	90,767							109,107							127,448			
00630	Attorney 2	OR09	105,861							132,326							158,791			
04674	Attorney 3	OR11	125,095							162,624							200,152			
11248	Attorney 4	OR12	138,736							180,357							221,978			
06715	Audio - Visual Specialist	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
02580	Auditing Manager	OR11	125,095							162,624							200,152			
00660	Auditorium Manager	DP01	126,923							165,000							203,077			
00680	Automotive Mechanic	TR07	60,647	61,861	63,099	64,361	65,648	66,961	68,300	69,666	71,060	72,481	73,930	75,409	76,917	78,456	80,025	81,626	83,258	84,923
00690	Automotive Mechanic Leader	TR10	68,417	69,787	71,183	72,607	74,059	75,540	77,051	78,592	80,164	81,767	83,403	85,071	86,772	88,507	90,278	92,084	93,925	95,804
06081	Automotive Mechanic-Cert	TR08	63,162	64,426	65,715	67,030	68,370	69,738	71,133	72,555	74,006	75,486	76,996	78,536	80,107	81,709	83,343	85,010	86,710	88,444
00700	Automotive Shop Supervisor	TR15	81,476	83,106	84,769	86,465	88,194	89,958	91,757	93,592	95,464	97,373	99,321	101,307	103,333	105,400	107,508	109,658	111,851	114,088
06907	Beer Permit Board-Exec Director	DP02	147,115							191,250							235,385			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	15th	Use for promotional calculation only		
																		1	2	3
07251	Beer Permit Inspector 1	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
07723	Beer Permit Inspector 2	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10872	Beer Permit Inspector 3	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
11252	Behavioral Health Services Coordinator	OR07	90,767							109,107							127,448			
10458	Board of Education Member	BE	14,000		20,635	*Effective as terms begin after July 2025														
00800	Budget Officer	OR13	149,918							198,641							247,364			
01770	Building & Grounds Electrician	TR09	65,838	67,156	68,500	69,870	71,267	72,692	74,146	75,629	77,142	78,685	80,258	81,863	83,501	85,171	86,874	88,611	90,384	92,191
01780	Building & Grounds Lead Electrician	TR11	71,029	72,450	73,901	75,379	76,886	78,424	79,992	81,592	83,224	84,888	86,586	88,318	90,084	91,886	93,724	95,598	97,510	99,461
06811	Building Inspection Chief	OR07	90,767							109,107							127,448			
06810	Building Inspector 1	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
07254	Building Inspector 2	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
02230	Building Maint Lead Mechanic	TR11	71,029	72,450	73,901	75,379	76,886	78,424	79,992	81,592	83,224	84,888	86,586	88,318	90,084	91,886	93,724	95,598	97,510	99,461
07255	Building Maint Leader	TR02	47,750	48,706	49,681	50,675	51,688	52,722	53,776	54,852	55,949	57,068	58,209	59,373	60,561	61,772	63,007	64,267	65,552	66,864
02220	Building Maint Mechanic	TR07	60,647	61,861	63,099	64,361	65,648	66,961	68,300	69,666	71,060	72,481	73,930	75,409	76,917	78,456	80,025	81,626	83,258	84,923
00842	Building Maint Supt	TR16	86,473	88,204	89,969	91,768	93,603	95,475	97,385	99,333	101,319	103,346	105,413	107,521	109,671	111,865	114,102	116,384	118,712	121,086
07256	Building Maint Supv	TR14	77,510	79,061	80,643	82,256	83,901	85,579	87,291	89,036	90,817	92,633	94,486	96,376	98,303	100,269	102,275	104,321	106,407	108,535
07257	Building Maint Worker	TR01	45,332	46,239	47,165	48,108	49,070	50,052	51,053	52,074	53,115	54,178	55,261	56,366	57,494	58,644	59,817	61,013	62,234	63,478
06699	Business Development Officer	OR07	90,767							109,107							127,448			
07729	CAD/GIS Analyst 1	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
07730	CAD/GIS Analyst 2	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
11174	Carpenter	TR07	60,647	61,861	63,099	64,361	65,648	66,961	68,300	69,666	71,060	72,481	73,930	75,409	76,917	78,456	80,025	81,626	83,258	84,923
11104	Chief Diversity Equity & Inclusion Officer	OR13	149,918							198,641							247,364			
07113	Chief Information Officer	DP05	200,000							270,000							340,000			
11034	Circulation Assistant	ST05	45,043	45,944	46,863	47,800	48,756	49,731	50,726	51,740	52,775	53,831	54,907	56,005	57,125	58,268	59,433	60,622	61,834	63,071
07768	Circulation Supervisor	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
06675	Claims Division Manager	OR07	90,767							109,107							127,448			
06674	Claims Rep 1	OR01	54,699							62,904							71,108			
06673	Claims Rep 2	OR02	59,085							67,948							76,810			
07081	Codes Administration Assistant Director	OR13	149,918							198,641							247,364			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	15th	Use for promotional calculation only		
																		1	2	3
01540	Codes Administration Director	DP04	180,556							243,750							306,944			
01290	Collections Officer	OR10	115,478							147,235							178,991			
11254	Collections Specialist 1	OR01	54,699							62,904							71,108			
11255	Collections Specialist 2	OR03	62,595							71,983							81,371			
11256	Collections Specialist 3	OR04	68,930							79,266							89,603			
11257	Collections Specialist 4	OR06	83,250							97,818							112,387			
10459	Combination Codes Inspector	ST12	76,387	77,915	79,473	81,063	82,684	84,338	86,025	87,745	89,500	91,290	93,116	94,978	96,878	98,815	100,791	102,807	104,863	106,960
11306	Community Review Board Executive Director	DP01	126,923							165,000							203,077			
07731	Compliance Inspector 1	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
07732	Compliance Inspector 2	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
07733	Compliance Inspector 3	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
11175	Compliance Monitor	OR04	68,930							79,266							89,603			
11176	Compliance Monitor Senior	OR07	90,767							109,107							127,448			
01301	Computer Operations Scheduler	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
01302	Computer Operations Shift Supervisor	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
11035	Concessions Clerk	ST05	45,043	45,944	46,863	47,800	48,756	49,731	50,726	51,740	52,775	53,831	54,907	56,005	57,125	58,268	59,433	60,622	61,834	63,071
07734	Contract Administrator	OR09	105,861							132,326							158,791			
06982	Correctional Officer 1	CO01	56,669																	
06981	Correctional Officer 2	CO02	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
07145	Correctional Officer Lieutenant	CO04	76,387	77,915	79,473	81,063	82,684	84,338	86,025	87,745	89,500	91,290	93,116	94,978	96,878	98,815	100,791	102,807	104,863	106,960
06690	Correctional Officer Sergeant	CO03	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
10879	Correctional Officer Trainee	CO00	51,966																	
01334	Council Member	CM	25,615																	
01339	Court Administrator	OR11	125,095							162,624							200,152			
01340	Court Clerk	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
07279	Criminal Investigator	OR03	62,595							71,983							81,371			
07206	Criminal Investigator Chief	OR04	68,930							79,266							89,603			
07219	Criminal Justice Coordinator	OR07	90,767							109,107							127,448			
05450	Custodial Services Assistant Supv	TR05	55,037	56,138	57,262	58,407	59,575	60,767	61,982	63,222	64,486	65,776	67,092	68,433	69,802	71,198	72,622	74,074	75,556	77,067

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	15th	Use for promotional calculation only		
																		1	2	3
05460	Custodial Services Supv	TR06	57,390	58,539	59,711	60,905	62,123	63,366	64,633	65,926	67,244	68,589	69,961	71,360	72,787	74,243	75,728	77,243	78,787	80,363
10832	Custodian	TR01	45,332	46,239	47,165	48,108	49,070	50,052	51,053	52,074	53,115	54,178	55,261	56,366	57,494	58,644	59,817	61,013	62,234	63,478
06233	Customer Service Assistant Manager	OR05	75,733							87,094							98,456			
10833	Customer Service Field Rep	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
10834	Customer Service Field Rep Senior	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
11203	Customer Service Field Specialist	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
00746	Customer Service Manager	OR09	105,861							132,326							158,791			
06598	Customer Service Supervisor	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
11259	Data Compliance Technician	OR03	62,595							71,983							81,371			
06817	Data Entry Programmer	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
07288	Data Production Control Specialist	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
10948	Deputy Director	OR14	169,463							224,538							279,613			
01496	Deputy Metropolitan Attorney	OR14	169,463							224,538							279,613			
07205	Deputy Public Defender	OR13	149,918							198,641							247,364			
06400	Development Coordinator	OR05	75,733							87,094							98,456			
06822	Electrical Inspection Chief	OR07	90,767							109,107							127,448			
06821	Electrical Inspector 1	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
07290	Electrical Inspector 2	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
10142	Emergency Communications Director	DP03	161,111							217,500							273,889			
10414	Emergency Telecom Assistant Director	ET08	125,095							162,624							200,152			
10413	Emergency Telecom Manager	ET07	98,314							120,434							142,555			
10407	Emergency Telecom Officer 1	ET01	51,966																	
10408	Emergency Telecom Officer 2	ET02	53,971																	
10409	Emergency Telecom Officer 3	ET03	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10410	Emergency Telecom Officer 4	ET04	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
10412	Emergency Telecom Supervisor	ET06	83,959	85,638	87,351	89,098	90,879	92,697	94,551	96,442	98,371	100,338	102,345	104,392	106,480	108,609	110,781	112,997	115,257	117,562
10411	Emergency Telecom Trainer	ET05	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
07294	Engineer 1	OR07	90,767							109,107							127,448			
07295	Engineer 2	OR08	98,314							120,434							142,555			

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																		1	2	3
06606	Engineer 3	OR10	115,478							147,235							178,991			
07296	Engineer In Training	OR06	83,250							97,818							112,387			
10835	Engineering Technician	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10836	Engineering Technician Senior	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
11085	Environmental Compliance Supervisor	OR07	90,767							109,107							127,448			
03750	Environmental Laboratory Manager	OR08	98,314							120,434							142,555			
10468	Environmental Laboratory Superintendent	OR10	115,478							147,235							178,991			
11038	Equipment & Supply Clerk	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
11039	Equipment & Supply Clerk Senior	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
01872	Equipment Inventory Assistant 1	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
07301	Equipment Inventory Assistant 2	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
01880	Equipment Mechanic	TR08	63,162	64,426	65,715	67,030	68,370	69,738	71,133	72,555	74,006	75,486	76,996	78,536	80,107	81,709	83,343	85,010	86,710	88,444
07302	Equipment Mechanic - Certified	TR09	65,838	67,156	68,500	69,870	71,267	72,692	74,146	75,629	77,142	78,685	80,258	81,863	83,501	85,171	86,874	88,611	90,384	92,191
06825	Equipment Mechanic Leader	TR11	71,029	72,450	73,901	75,379	76,886	78,424	79,992	81,592	83,224	84,888	86,586	88,318	90,084	91,886	93,724	95,598	97,510	99,461
10837	Equipment Operator	TR04	52,554	53,606	54,679	55,773	56,888	58,026	59,186	60,370	61,578	62,809	64,065	65,347	66,653	67,986	69,346	70,733	72,148	73,591
10838	Equipment Operator Senior	TR06	57,390	58,539	59,711	60,905	62,123	63,366	64,633	65,926	67,244	68,589	69,961	71,360	72,787	74,243	75,728	77,243	78,787	80,363
10949	Equipment Operator Specialist	TR08	63,162	64,426	65,715	67,030	68,370	69,738	71,133	72,555	74,006	75,486	76,996	78,536	80,107	81,709	83,343	85,010	86,710	88,444
07304	Equipment Servicer	TR04	52,554	53,606	54,679	55,773	56,888	58,026	59,186	60,370	61,578	62,809	64,065	65,347	66,653	67,986	69,346	70,733	72,148	73,591
01920	Equipment Shop Supervisor	TR16	86,473	88,204	89,969	91,768	93,603	95,475	97,385	99,333	101,319	103,346	105,413	107,521	109,671	111,865	114,102	116,384	118,712	121,086
06075	Event Set Up Leader	TR05	55,037	56,138	57,262	58,407	59,575	60,767	61,982	63,222	64,486	65,776	67,092	68,433	69,802	71,198	72,622	74,074	75,556	77,067
05942	Exec. Secretary - Employee Benefit Board	DP02	147,115							191,250							235,385			
00240	Extension Agent 1	AG01	30,898							35,533							40,168			
02410	Extension Agent 2	AG02	33,695							38,749							43,803			
00090	Extension Agent 3	AG03	45,154							51,708							58,263			
11260	Extension Deputy Director	AG04	47,653							54,800							61,948			
01967	Extension Director	AG05	51,966							59,760							67,555			
06830	Facilities Manager	OR06	83,250							97,818							112,387			
07040	Facility Coordinator	OR04	68,930							79,266							89,603			
11322	Family Safety Advocate	OR02	59,085							67,948							76,810			

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11323	Family Safety Advocate Senior	OR04	68,930							79,266							89,603			
10108	Finance Administrator	OR08	98,314							120,434							142,555			
06108	Finance Assistant Director	OR13	149,918							198,641							247,364			
07704	Finance Deputy Director	OR14	169,463							224,538							279,613			
01570	Finance Director	DP04	180,556							243,750							306,944			
06232	Finance Manager	OR10	115,478							147,235							178,991			
11177	Finance Officer	OR04	68,930							79,266							89,603			
11178	Finance Officer Senior	OR06	83,250							97,818							112,387			
10153	Finance Specialist	OR05	75,733							87,094							98,456			
10469	General Services Assistant Director	OR13	149,918							198,641							247,364			
01575	General Services Director	DP04	180,556							243,750							306,944			
07312	General Services Division Manager	OR09	105,861							132,326							158,791			
06968	Geographic Info Sys Manager	IT09	105,861							132,326							158,791			
00451	Golf Course Assistant Manager	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
02280	Golf Course Manager	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
11393	Grants and Accountability Officer	OR13	149,918							198,641							247,364			
10841	Greenskeeper	TR10	68,417	69,787	71,183	72,607	74,059	75,540	77,051	78,592	80,164	81,767	83,403	85,071	86,772	88,507	90,278	92,084	93,925	95,804
06079	Group Care Worker	ST05	45,043	45,944	46,863	47,800	48,756	49,731	50,726	51,740	52,775	53,831	54,907	56,005	57,125	58,268	59,433	60,622	61,834	63,071
06080	Group Care Worker Senior	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
06123	Historic Preservationist 1	OR05	75,733							87,094							98,456			
07778	Historic Preservationist 2	OR06	83,250							97,818							112,387			
01945	Historical Commission Exec Director	DP01	126,923							165,000							203,077			
11261	Homeless Services Director	DP02	147,115							191,250							235,385			
07346	Human Resources Administrator	OR08	98,314							120,434							142,555			
11180	Human Resources Analyst	OR04	68,930							79,266							89,603			
11181	Human Resources Analyst Senior	OR06	83,250							97,818							112,387			
06004	Human Resources Assistant Director	OR13	149,918							198,641							247,364			
01620	Human Resources Director	DP04	180,556							243,750							306,944			
06531	Human Resources Manager	OR10	115,478							147,235							178,991			

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																		1	2	3
11182	Human Resources Specialist	OR07	90,767							109,107							127,448			
11333	Indust Control Systems Specialist	TR15	81,476	83,106	84,769	86,465	88,194	89,958	91,757	93,592	95,464	97,373	99,321	101,307	103,333	105,400	107,508	109,658	111,851	114,088
06224	Indust Electrician 1	TR09	65,838	67,156	68,500	69,870	71,267	72,692	74,146	75,629	77,142	78,685	80,258	81,863	83,501	85,171	86,874	88,611	90,384	92,191
06225	Indust Electrician 2	TR11	71,029	72,450	73,901	75,379	76,886	78,424	79,992	81,592	83,224	84,888	86,586	88,318	90,084	91,886	93,724	95,598	97,510	99,461
06176	Indust Electronics Tech 1	TR10	68,417	69,787	71,183	72,607	74,059	75,540	77,051	78,592	80,164	81,767	83,403	85,071	86,772	88,507	90,278	92,084	93,925	95,804
06195	Indust Electronics Tech 2	TR12	73,576	75,049	76,551	78,082	79,643	81,236	82,861	84,518	86,208	87,932	89,691	91,485	93,315	95,181	97,085	99,027	101,007	103,027
11262	Indust Maint Manager	OR09	105,861							132,326							158,791			
07317	Indust Maint Supv 1	TR15	81,476	83,106	84,769	86,465	88,194	89,958	91,757	93,592	95,464	97,373	99,321	101,307	103,333	105,400	107,508	109,658	111,851	114,088
07786	Indust Maint Supv 2	TR17	92,083	93,926	95,806	97,722	99,676	101,670	103,703	105,777	107,893	110,050	112,251	114,496	116,786	119,122	121,504	123,934	126,413	128,941
06184	Indust Mechanic 1	TR08	63,162	64,426	65,715	67,030	68,370	69,738	71,133	72,555	74,006	75,486	76,996	78,536	80,107	81,709	83,343	85,010	86,710	88,444
06178	Indust Mechanic 2	TR10	68,417	69,787	71,183	72,607	74,059	75,540	77,051	78,592	80,164	81,767	83,403	85,071	86,772	88,507	90,278	92,084	93,925	95,804
07787	Indust Tech Master	TR13	76,519	78,051	79,613	81,205	82,829	84,486	86,175	87,899	89,657	91,450	93,279	95,144	97,047	98,988	100,968	102,987	105,047	107,148
07234	Info Sys Advisor 1	IT09	105,861							132,326							158,791			
07407	Info Sys Advisor 2	IT11	125,095							162,624							200,152			
10887	Info Sys Advisor 3	IT12	138,736							180,357							221,978			
07779	Info Sys Applications Analyst 1	IT04	68,930							79,266							89,603			
07780	Info Sys Applications Analyst 2	IT05	75,733							87,094							98,456			
07783	Info Sys Applications Analyst 3	IT06	83,250							97,818							112,387			
07784	Info Sys Applications Tech 1	IT02	59,085							67,948							76,810			
07785	Info Sys Applications Tech 2	IT03	62,595							71,983							81,371			
07744	Info Sys Assistant Director	IT13	149,918							198,641							247,364			
06918	Info Sys Communications Analyst 1	IT04	68,930							79,266							89,603			
07769	Info Sys Communications Analyst 2	IT05	75,733							87,094							98,456			
07265	Info Sys Communications Analyst 3	IT06	83,250							97,818							112,387			
07266	Info Sys Communications Tech 1	IT02	59,085							67,948							76,810			
06919	Info Sys Communications Tech 2	IT03	62,595							71,983							81,371			
10724	Info Sys Deputy Director	IT14	169,463							224,538							279,613			
07318	Info Sys Division Manager	IT12	138,736							180,357							221,978			
07782	Info Sys Manager	IT11	125,095							162,624							200,152			

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10470	Info Sys Media Analyst 1	IT04	68,930							79,266							89,603			
10471	Info Sys Media Analyst 2	IT05	75,733							87,094							98,456			
10472	Info Sys Media Analyst 3	IT06	83,250							97,818							112,387			
10473	Info Sys Media Tech 1	IT02	59,085							67,948							76,810			
10474	Info Sys Media Tech 2	IT03	62,595							71,983							81,371			
10475	Info Sys Operations Analyst 1	IT04	68,930							79,266							89,603			
10476	Info Sys Operations Analyst 2	IT05	75,733							87,094							98,456			
10477	Info Sys Operations Analyst 3	IT06	83,250							97,818							112,387			
10478	Info Sys Operations Tech 1	IT02	59,085							67,948							76,810			
10479	Info Sys Operations Tech 2	IT03	62,595							71,983							81,371			
06581	Insurance Division Manager	OR10	115,478							147,235							178,991			
11373	Internal Audit Assistant Director	OR12	138,736							180,357							221,978			
10842	Internal Auditor - Principal	OR10	115,478							147,235							178,991			
10843	Internal Auditor - Senior	OR08	98,314							120,434							142,555			
10550	Internal Auditor 1	OR04	68,930							79,266							89,603			
10551	Internal Auditor 2	OR06	83,250							97,818							112,387			
11392	Investments Portfolio Manager	OR11	125,095							162,624							200,152			
07790	Judicial Assistant 1	JS02	65,279							75,071							84,863			
07791	Judicial Assistant 2	JS03	78,335							90,085							101,835			
07792	Judicial Clerk	JS01	62,595							71,983							81,371			
06559	Judicial Commissioner	OR11	125,095							162,624							200,152			
07233	Justice Info Sys Director	DP03	161,111							217,500							273,889			
11345	Juvenile Court Magistrate	OR11	125,095							162,624							200,152			
02867	Law Clerk	OR03	62,595							71,983							81,371			
02870	Legal Secretary 1	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
07322	Legal Secretary 2	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
02890	Librarian 1	OR03	62,595							71,983							81,371			
07323	Librarian 2	OR04	68,930							79,266							89,603			
06847	Library Administrator	OR09	105,861							132,326							158,791			

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11183	Library Associate	OR01	54,699							62,904							71,108			
07793	Library Manager 1	OR05	75,733							87,094							98,456			
05300	Library Manager 2	OR06	83,250							97,818							112,387			
04855	Library Manager 3	OR07	90,767							109,107							127,448			
05070	Library Page	LP01	30,888	31,506	32,136	32,779	33,435	34,103	34,785	35,481	36,191	36,915	37,653	38,406	39,174	39,957	40,757	41,572	42,404	43,252
10846	Library Performing Artist	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
00280	Library Services Assistant Director	OR12	138,736							180,357							221,978			
01070	Library Services Director	DP03	161,111							217,500							273,889			
11334	Logistics Supervisor	TR06	57,390	58,539	59,711	60,905	62,123	63,366	64,633	65,926	67,244	68,589	69,961	71,360	72,787	74,243	75,728	77,243	78,787	80,363
05910	Mail Clerk Carrier	ST05	45,043	45,944	46,863	47,800	48,756	49,731	50,726	51,740	52,775	53,831	54,907	56,005	57,125	58,268	59,433	60,622	61,834	63,071
07324	Maint & Repair District Supv	TR14	77,510	79,061	80,643	82,256	83,901	85,579	87,291	89,036	90,817	92,633	94,486	96,376	98,303	100,269	102,275	104,321	106,407	108,535
07327	Maint & Repair Supv	TR11	71,029	72,450	73,901	75,379	76,886	78,424	79,992	81,592	83,224	84,888	86,586	88,318	90,084	91,886	93,724	95,598	97,510	99,461
10847	Maintenance & Repair Leader	TR07	60,647	61,861	63,099	64,361	65,648	66,961	68,300	69,666	71,060	72,481	73,930	75,409	76,917	78,456	80,025	81,626	83,258	84,923
10848	Maintenance & Repair Worker	TR01	45,332	46,239	47,165	48,108	49,070	50,052	51,053	52,074	53,115	54,178	55,261	56,366	57,494	58,644	59,817	61,013	62,234	63,478
10849	Maintenance & Repair Worker Sr	TR03	50,329	51,337	52,365	53,412	54,480	55,570	56,681	57,815	58,971	60,150	61,353	62,580	63,832	65,109	66,411	67,739	69,094	70,476
11184	Management & Budget Analyst	OR04	68,930							79,266							89,603			
11185	Management & Budget Analyst Sr	OR07	90,767							109,107							127,448			
10358	Manager of Fleet Operations	OR11	125,095							162,624							200,152			
03020	Masonry Worker	TR06	57,390	58,539	59,711	60,905	62,123	63,366	64,633	65,926	67,244	68,589	69,961	71,360	72,787	74,243	75,728	77,243	78,787	80,363
10118	Master Technician	TR10	68,417	69,787	71,183	72,607	74,059	75,540	77,051	78,592	80,164	81,767	83,403	85,071	86,772	88,507	90,278	92,084	93,925	95,804
03035	Mayor	MM	209,898																	
10950	Mechanic Apprentice	TR05	55,037	56,138	57,262	58,407	59,575	60,767	61,982	63,222	64,486	65,776	67,092	68,433	69,802	71,198	72,622	74,074	75,556	77,067
06912	Mechanical/Gas Inspection Chief	OR07	90,767							109,107							127,448			
06910	Mechanical/Gas Inspector 1	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
07331	Mechanical/Gas Inspector 2	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
03130	Metropolitan Attorney	DP05	200,000							270,000							340,000			
10530	Metropolitan Auditor	DP03	161,111							217,500							273,889			
03140	Metropolitan Clerk	DP01	126,923							165,000							203,077			
03160	Metropolitan Treasurer	OR13	149,918							198,641							247,364			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	15th	Use for promotional calculation only		
																		1	2	3
06738	Metropolitan Zoning Administrator	OR13	149,918							198,641							247,364			
06804	Museum Assistant Manager	OR03	62,595							71,983							81,371			
03190	Museum Coordinator	OR04	68,930							79,266							89,603			
07745	Museum Gift Shop Manager	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
06848	Museum Manager	OR05	75,733							87,094							98,456			
03180	Museum Specialist 1	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
03200	Museum Specialist 2	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
07334	Naturalist 1	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
07335	Naturalist 2	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
07336	Naturalist 3	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
07337	Nature Center Manager	OR05	75,733							87,094							98,456			
06771	Nutrition Site Coordinator	ST05	45,043	45,944	46,863	47,800	48,756	49,731	50,726	51,740	52,775	53,831	54,907	56,005	57,125	58,268	59,433	60,622	61,834	63,071
07746	Nutrition Site Monitor	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
11324	Office of Family Safety Assistant Director	OR11	125,095							162,624							200,152			
10802	Office of Family Safety Director	DP02	147,115							191,250							235,385			
10119	Office Support Manager	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
11040	Office Support Rep	ST05	45,043	45,944	46,863	47,800	48,756	49,731	50,726	51,740	52,775	53,831	54,907	56,005	57,125	58,268	59,433	60,622	61,834	63,071
11041	Office Support Rep Sr	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
10123	Office Support Specialist 1	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
10124	Office Support Specialist 2	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
10888	Operations Manager	OR09	105,861							132,326							158,791			
11186	Painter	TR05	55,037	56,138	57,262	58,407	59,575	60,767	61,982	63,222	64,486	65,776	67,092	68,433	69,802	71,198	72,622	74,074	75,556	77,067
07343	Paralegal	OR03	62,595							71,983							81,371			
06525	Park Police 1	PK01	69,718																	
10127	Park Police 2	PK02	74,464	75,953	77,472	79,022	80,602	82,214	83,858	85,536	87,246	88,991	90,771	92,586	94,438	96,327	98,253	100,218	102,222	104,267
06853	Park Police Lieutenant	PK04	94,905	96,803	98,739	100,714	102,728	104,783	106,878	109,016	111,196	113,420	115,688	118,002	120,362	122,769	125,225	127,730	130,284	132,890
06526	Park Police Sergeant	PK03	82,001	83,641	85,314	87,020	88,760	90,536	92,346	94,193	96,077	97,999	99,958	101,958	103,997	106,077	108,198	110,362	112,569	114,821
10951	Park Police Trainee	PK00	65,097																	
06553	Parks & Recreation Assistant Director	OR13	149,918							198,641							247,364			

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01610	Parks & Recreation Director	DP03	161,111							217,500							273,889			
06247	Parks & Recreation Superintendent	OR07	90,767							109,107							127,448			
07345	Parts Supervisor	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
11263	Payroll Analyst 1	OR04	68,930							79,266							89,603			
11264	Payroll Analyst 2	OR06	83,250							97,818							112,387			
11188	Payroll Manager	OR10	115,478							147,235							178,991			
11265	Payroll Specialist 1	OR01	54,699							62,904							71,108			
11266	Payroll Specialist 2	OR03	62,595							71,983							81,371			
04690	Photographer	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
06860	Planner 1	OR06	83,250							97,818							112,387			
06862	Planner 2	OR07	90,767							109,107							127,448			
06861	Planner 3	OR08	98,314							120,434							142,555			
10128	Planning Asst Exec Director - Operations	OR13	149,918							198,641							247,364			
10160	Planning Asst Exec Director - Project Mgt	OR13	149,918							198,641							247,364			
11119	Planning Deputy Executive Director	OR14	169,463							224,538							279,613			
01940	Planning Executive Director	DP04	180,556							243,750							306,944			
10129	Planning Manager 1	OR09	105,861							132,326							158,791			
06863	Planning Manager 2	OR10	115,478							147,235							178,991			
11346	Planning Technician	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
11347	Planning Technician Senior	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
07347	Plans Examiner 1	OR05	75,733							87,094							98,456			
04702	Plans Examiner 2	OR06	83,250							97,818							112,387			
06141	Plans Examiner Chief	OR07	90,767							109,107							127,448			
03610	Plumber	TR08	63,162	64,426	65,715	67,030	68,370	69,738	71,133	72,555	74,006	75,486	76,996	78,536	80,107	81,709	83,343	85,010	86,710	88,444
06870	Plumbing Inspection Chief	OR07	90,767							109,107							127,448			
06868	Plumbing Inspector 1	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
07348	Plumbing Inspector 2	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
07797	Probation & Pretrial Services Director	OR09	105,861							132,326							158,791			
07375	Probation Officer 1	OR01	54,699							62,904							71,108			

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																		1	2	3
04710	Probation Officer 2	OR03	62,595							71,983							81,371			
05495	Probation Officer 3	OR05	75,733							87,094							98,456			
01120	Probation Officer Chief	OR07	90,767							109,107							127,448			
11190	Procurement Officer	OR04	68,930							79,266							89,603			
11191	Procurement Officer Senior	OR06	83,250							97,818							112,387			
07753	Professional Specialist	OR04	68,930							79,266							89,603			
06034	Program Coord	OR02	59,085							67,948							76,810			
07376	Program Manager 1	OR04	68,930							79,266							89,603			
07377	Program Manager 2	OR05	75,733							87,094							98,456			
07379	Program Spec 2	OR01	54,699							62,904							71,108			
07380	Program Spec 3	OR03	62,595							71,983							81,371			
07381	Program Supv	OR03	62,595							71,983							81,371			
06542	Property Standards Inspections Chief	OR07	90,767							109,107							127,448			
06922	Property Standards Inspector 1	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
07422	Property Standards Inspector 2	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
03964	Public Defender	PD	202,130																	
10132	Public Information Coordinator	OR06	83,250							97,818							112,387			
11267	Public Information Manager	OR09	105,861							132,326							158,791			
07384	Public Information Rep	OR04	68,930							79,266							89,603			
11192	Public Property Officer	OR13	149,918							198,641							247,364			
01650	Public Works Director	DP02	147,115							191,250							235,385			
04000	Purchasing Agent	OR13	149,918							198,641							247,364			
04036	Radio Engineer	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
01690	Recreation District Manager	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
06880	Recreation Leader	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
10850	Recreation Leader - Senior	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
07116	Recycling Coordinator	OR03	62,595							71,983							81,371			
07390	Research Analyst 1	OR04	68,930							79,266							89,603			
07391	Research Analyst 2	OR06	83,250							97,818							112,387			

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																		1	2	3
11335	Risk and Compliance Manager	OR12	138,736							180,357							221,978			
11120	Safety Administrator	OR09	105,861							132,326							158,791			
06133	Safety Coordinator	OR07	90,767							109,107							127,448			
11193	Safety Inspector	OR04	68,930							79,266							89,603			
11194	Safety Specialist	OR06	83,250							97,818							112,387			
10855	Security Guard	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
07399	Security Officer 1 – Gen. Sess. Court	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
10135	Security Officer 2 – Gen. Sess. Court	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
07798	Security Officer Coordinator	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
11336	Service and Security Officer 1	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
11337	Service and Security Officer 2	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
06891	Service Rep 1	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
10163	Service Rep 2	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
10856	Service Writer	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
11197	Short Term Rental Inspection Chief	OR07	90,767							109,107							127,448			
11395	Short Term Rental Inspector 1	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
11376	Short Term Rental Inspector 2	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
11268	Skilled Craft Leader	TR09	65,838	67,156	68,500	69,870	71,267	72,692	74,146	75,629	77,142	78,685	80,258	81,863	83,501	85,171	86,874	88,611	90,384	92,191
11199	Skilled Craft Worker	TR07	60,647	61,861	63,099	64,361	65,648	66,961	68,300	69,666	71,060	72,481	73,930	75,409	76,917	78,456	80,025	81,626	83,258	84,923
00385	Social Services Assistant Director	OR11	125,095							162,624							200,152			
01680	Social Services Director	DP02	147,115							191,250							235,385			
01820	Social Work Associate	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
07405	Social Work Technician	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
10853	Social Worker	OR02	59,085							67,948							76,810			
10854	Social Worker Senior	OR03	62,595							71,983							81,371			
05945	Special Assistant to the Director	OR07	90,767							109,107							127,448			
05923	Special Programs Coord	OR03	62,595							71,983							81,371			
07762	Special Projects Manager	OR11	125,095							162,624							200,152			
00220	Specialized Skills Instructor	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392

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06892	Specialized Skills Supervisor	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
06180	Stores Manager	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
06539	Stores Supervisor	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
10889	Technical Services Administrator	OR07	90,767							109,107							127,448			
10890	Technical Services Manager	OR09	105,861							132,326							158,791			
07756	Technical Specialist 1	OR04	68,930							79,266							89,603			
07757	Technical Specialist 2	OR06	83,250							97,818							112,387			
11390	Traffic Management Center Manager	OR09	105,861							132,326							158,791			
11394	Traffic Management Center Operator 1	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
11396	Traffic Management Center Operator 2	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
11388	Traffic Management Center Supervisor	OR07	90,767							109,107							127,448			
06454	Traffic Safety & Alcohol Education Coord	OR09	105,861							132,326							158,791			
11377	Traffic Systems Technician 1	TR07	60,647	61,861	63,099	64,361	65,648	66,961	68,300	69,666	71,060	72,481	73,930	75,409	76,917	78,456	80,025	81,626	83,258	84,923
11378	Traffic Systems Technician 2	TR09	65,838	67,156	68,500	69,870	71,267	72,692	74,146	75,629	77,142	78,685	80,258	81,863	83,501	85,171	86,874	88,611	90,384	92,191
11379	Traffic Systems Technician 3	TR12	73,576	75,049	76,551	78,082	79,643	81,236	82,861	84,518	86,208	87,932	89,691	91,485	93,315	95,181	97,085	99,027	101,007	103,027
11380	Traffic Systems Technician Supervisor	TR15	81,476	83,106	84,769	86,465	88,194	89,958	91,757	93,592	95,464	97,373	99,321	101,307	103,333	105,400	107,508	109,658	111,851	114,088
11269	Transportation Administrator	OR08	98,314							120,434							142,555			
11270	Transportation Assistant Director	OR13	149,918							198,641							247,364			
11122	Transportation Chief Engineer	OR13	149,918							198,641							247,364			
11121	Transportation Director	DP05	200,000							270,000							340,000			
11272	Transportation Superintendent	OR07	90,767							109,107							127,448			
11200	Treasury Analyst	OR04	68,930							79,266							89,603			
11201	Treasury Analyst Senior	OR06	83,250							97,818							112,387			
07415	Treatment Plant Assistant Manager	OR07	90,767							109,107							127,448			
07416	Treatment Plant Manager	OR09	105,861							132,326							158,791			
06188	Treatment Plant Shift Operator	TR14	77,510	79,061	80,643	82,256	83,901	85,579	87,291	89,036	90,817	92,633	94,486	96,376	98,303	100,269	102,275	104,321	106,407	108,535
07803	Treatment Plant Shift Supv	TR17	92,083	93,926	95,806	97,722	99,676	101,670	103,703	105,777	107,893	110,050	112,251	114,496	116,786	119,122	121,504	123,934	126,413	128,941
06537	Treatment Plant Supt	OR10	115,478							147,235							178,991			
06229	Treatment Plant Technician 1	TR05	55,037	56,138	57,262	58,407	59,575	60,767	61,982	63,222	64,486	65,776	67,092	68,433	69,802	71,198	72,622	74,074	75,556	77,067

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	15th	Use for promotional calculation only		
																		1	2	3
06186	Treatment Plant Technician 2	TR08	63,162	64,426	65,715	67,030	68,370	69,738	71,133	72,555	74,006	75,486	76,996	78,536	80,107	81,709	83,343	85,010	86,710	88,444
07802	Treatment Plant Technician 3	TR10	68,417	69,787	71,183	72,607	74,059	75,540	77,051	78,592	80,164	81,767	83,403	85,071	86,772	88,507	90,278	92,084	93,925	95,804
11386	Urban Forestry Chief	OR07	90,767							109,107							127,448			
11397	Urban Forestry Inspector 1	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
11381	Urban Forestry Inspector 2	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
10952	Utility Account Specialist 1	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
10953	Utility Account Specialist 2	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10954	Utility Account Specialist 3	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
10957	Utility Compliance Inspector 1	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10955	Utility Compliance Inspector 2	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
10941	Utility Compliance Inspector 3	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
11273	Utility Customer Care Agent 1	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
11274	Utility Customer Care Agent 2	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
11275	Utility Customer Care Agent 3	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10956	Utility Data Technician 1	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
10958	Utility Data Technician 2	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10959	Utility Data Technician 3	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
11382	Utility Engineering Technician 1	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
11383	Utility Engineering Technician 2	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
11384	Utility Engineering Technician 3	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
10962	Utility Environ. Compliance Officer 1	OR02	59,085							67,948							76,810			
10963	Utility Environ. Compliance Officer 2	OR04	68,930							79,266							89,603			
10964	Utility Environ. Compliance Officer 3	OR06	83,250							97,818							112,387			
10965	Utility Equipment Operator	TR04	52,554	53,606	54,679	55,773	56,888	58,026	59,186	60,370	61,578	62,809	64,065	65,347	66,653	67,986	69,346	70,733	72,148	73,591
10966	Utility Equipment Operator Senior	TR06	57,390	58,539	59,711	60,905	62,123	63,366	64,633	65,926	67,244	68,589	69,961	71,360	72,787	74,243	75,728	77,243	78,787	80,363
10967	Utility Equipment Operator Specialist	TR08	63,162	64,426	65,715	67,030	68,370	69,738	71,133	72,555	74,006	75,486	76,996	78,536	80,107	81,709	83,343	85,010	86,710	88,444
10969	Utility Field Technician 1	TR03	50,329	51,337	52,365	53,412	54,480	55,570	56,681	57,815	58,971	60,150	61,353	62,580	63,832	65,109	66,411	67,739	69,094	70,476
10970	Utility Field Technician 2	TR04	52,554	53,606	54,679	55,773	56,888	58,026	59,186	60,370	61,578	62,809	64,065	65,347	66,653	67,986	69,346	70,733	72,148	73,591
10971	Utility Field Technician 3	TR07	60,647	61,861	63,099	64,361	65,648	66,961	68,300	69,666	71,060	72,481	73,930	75,409	76,917	78,456	80,025	81,626	83,258	84,923

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10972	Utility Maintenance Specialist 1	TR05	55,037	56,138	57,262	58,407	59,575	60,767	61,982	63,222	64,486	65,776	67,092	68,433	69,802	71,198	72,622	74,074	75,556	77,067
10973	Utility Maintenance Specialist 2	TR07	60,647	61,861	63,099	64,361	65,648	66,961	68,300	69,666	71,060	72,481	73,930	75,409	76,917	78,456	80,025	81,626	83,258	84,923
10974	Utility Maintenance Specialist 3	TR09	65,838	67,156	68,500	69,870	71,267	72,692	74,146	75,629	77,142	78,685	80,258	81,863	83,501	85,171	86,874	88,611	90,384	92,191
10977	Utility Maintenance Technician	TR01	45,332	46,239	47,165	48,108	49,070	50,052	51,053	52,074	53,115	54,178	55,261	56,366	57,494	58,644	59,817	61,013	62,234	63,478
10978	Utility Maintenance Technician Senior	TR03	50,329	51,337	52,365	53,412	54,480	55,570	56,681	57,815	58,971	60,150	61,353	62,580	63,832	65,109	66,411	67,739	69,094	70,476
10985	Utility Technician	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
10990	Utility Water Quality Analyst 1	OR02	59,085							67,948							76,810			
10991	Utility Water Quality Analyst 2	OR04	68,930							79,266							89,603			
10992	Utility Water Quality Analyst 3	OR06	83,250							97,818							112,387			
07760	Van Driver	TR01	45,332	46,239	47,165	48,108	49,070	50,052	51,053	52,074	53,115	54,178	55,261	56,366	57,494	58,644	59,817	61,013	62,234	63,478
05740	Veterans Service Officer	OR02	59,085							67,948							76,810			
10993	Veterans Service Officer Senior	OR04	68,930							79,266							89,603			
11123	Veterans Service Supervisor	OR06	83,250							97,818							112,387			
05754	Vice Mayor	VM	27,977																	
10891	Victim Advocate 1	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10892	Victim Advocate 2	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
07419	Warrant Officer 1	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
05340	Warrant Officer 2	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10484	Waste Management Supervisor	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
11341	Waste Services Assistant Director	OR13	149,918							198,641							247,364			
11342	Waste Services Director	DP03	161,111							217,500							273,889			
11389	Waste Services Superintendent	OR07	90,767							109,107							127,448			
11374	Waste Services Supervisor	TR11	71,029	72,450	73,901	75,379	76,886	78,424	79,992	81,592	83,224	84,888	86,586	88,318	90,084	91,886	93,724	95,598	97,510	99,461
11375	Waste Services Worker	TR01	45,332	46,239	47,165	48,108	49,070	50,052	51,053	52,074	53,115	54,178	55,261	56,366	57,494	58,644	59,817	61,013	62,234	63,478
11400	Water Field Technician Supervisor	TR11	71,029	72,450	73,901	75,379	76,886	78,424	79,992	81,592	83,224	84,888	86,586	88,318	90,084	91,886	93,724	95,598	97,510	99,461
11204	Water Maintenance Supervisor 1	TR11	71,029	72,450	73,901	75,379	76,886	78,424	79,992	81,592	83,224	84,888	86,586	88,318	90,084	91,886	93,724	95,598	97,510	99,461
11205	Water Maintenance Supervisor 2	TR15	81,476	83,106	84,769	86,465	88,194	89,958	91,757	93,592	95,464	97,373	99,321	101,307	103,333	105,400	107,508	109,658	111,851	114,088
11086	Water Quality Supervisor	OR07	90,767							109,107							127,448			
07420	Water Services Assistant Director	OR13	149,918							198,641							247,364			

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11206	Water Services Assistant Manager	OR07	90,767							109,107							127,448			
01670	Water Services Director	DP05	200,000							270,000							340,000			
11207	Water Services Manager	OR09	105,861							132,326							158,791			
10486	Water Services Security Manager	OR07	90,767							109,107							127,448			
11208	Water Services Superintendent	TR17	92,083	93,926	95,806	97,722	99,676	101,670	103,703	105,777	107,893	110,050	112,251	114,496	116,786	119,122	121,504	123,934	126,413	128,941
11105	Workforce Diversity Manager	OR10	115,478							147,235							178,991			
11338	Youth Case Manager 1	OR01	54,699							62,904							71,108			
11339	Youth Case Manager 2	OR03	62,595							71,983							81,371			
11340	Youth Case Manager 3	OR05	75,733							87,094							98,456			
07230	Zoning Examination Chief	OR07	90,767							109,107							127,448			
11348	Zoning Examiner 1	OR05	75,733							87,094							98,456			
11343	Zoning Examiner 2	OR06	83,250							97,818							112,387			
11387	Zoning Inspection Chief	OR07	90,767							109,107							127,448			
11398	Zoning Inspector 1	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
11399	Zoning Inspector 2	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349

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07241	Administrative Assistant	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10863	Administrative Services Division Manager	OR09	105,861							132,326							158,791			
07242	Administrative Services Manager	OR07	90,767							109,107							127,448			
07243	Administrative Services Officer 2	OR01	54,699							62,904							71,108			
07244	Administrative Services Officer 3	OR03	62,595							71,983							81,371			
07245	Administrative Services Officer 4	OR05	75,733							87,094							98,456			
07720	Administrative Specialist	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
11172	Advanced Emergency Medical Technician	FD03	67,700	69,054	70,435	71,843	73,280	74,746	76,241	77,766	79,321	80,907	82,526	84,176	85,860	87,577	89,328	91,115	92,937	94,796
10100	Application Technician 1	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
10102	Application Technician 2	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
10103	Application Technician 3	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
07174	Armorer	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
10947	Associate Administrator – Police & Fire	OR13	149,918							198,641							247,364			
11252	Behavioral Health Services Coordinator	OR07	90,767							109,107							127,448			
07175	Behavioral Health Services Manager	OR09	105,861							132,326							158,791			
10881	Breathing Apparatus Technician	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
01770	Building & Grounds Electrician	TR09	65,838	67,156	68,500	69,870	71,267	72,692	74,146	75,629	77,142	78,685	80,258	81,863	83,501	85,171	86,874	88,611	90,384	92,191
01780	Building & Grounds Lead Electrician	TR11	71,029	72,450	73,901	75,379	76,886	78,424	79,992	81,592	83,224	84,888	86,586	88,318	90,084	91,886	93,724	95,598	97,510	99,461
02230	Building Maint Lead Mechanic	TR11	71,029	72,450	73,901	75,379	76,886	78,424	79,992	81,592	83,224	84,888	86,586	88,318	90,084	91,886	93,724	95,598	97,510	99,461
07255	Building Maint Leader	TR02	47,750	48,706	49,681	50,675	51,688	52,722	53,776	54,852	55,949	57,068	58,209	59,373	60,561	61,772	63,007	64,267	65,552	66,864
02220	Building Maint Mechanic	TR07	60,647	61,861	63,099	64,361	65,648	66,961	68,300	69,666	71,060	72,481	73,930	75,409	76,917	78,456	80,025	81,626	83,258	84,923
07257	Building Maint Worker	TR01	45,332	46,239	47,165	48,108	49,070	50,052	51,053	52,074	53,115	54,178	55,261	56,366	57,494	58,644	59,817	61,013	62,234	63,478
01302	Computer Operations Shift Supervisor	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
10714	Crime Lab Asst Dir/Quality Assurance Mgr	OR08	98,314							120,434							142,555			
11253	Crime Lab DNA Technical Lead	OR08	98,314							120,434							142,555			
10718	Crime Lab Evidence Receiving Supervisor	OR04	68,930							79,266							89,603			
10719	Crime Lab Evidence Receiving Technician	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10720	Crime Lab Forensic Scientist 1	OR04	68,930							79,266							89,603			
10721	Crime Lab Forensic Scientist 2	OR05	75,733							87,094							98,456			
10722	Crime Lab Forensic Scientist 3	OR06	83,250							97,818							112,387			
11258	Crime Lab Forensic Scientist 4	OR07	90,767							109,107							127,448			
10716	Crime Lab Forensic Supervisor	OR08	98,314							120,434							142,555			

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10723	Crime Lab Forensic Technician	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
10717	Crime Lab Information Technology Mgr	IT08	98,314							120,434							142,555			
10715	Crime Laboratory Business Manager	OR08	98,314							120,434							142,555			
10713	Crime Laboratory Director	OR10	115,478							147,235							178,991			
11036	Crime Scene Investigator 1	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
11037	Crime Scene Investigator 2	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
11046	Crime Scene Investigator 3	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
11327	Criminal Intelligence Analyst 1	OR04	68,930							79,266							89,603			
11328	Criminal Intelligence Analyst 2	OR06	83,250							97,818							112,387			
11330	Criminal Intelligence Unit Manager	OR10	115,478							147,235							178,991			
11329	Criminal Intelligence Unit Supervisor	OR08	98,314							120,434							142,555			
10832	Custodian	TR01	45,332	46,239	47,165	48,108	49,070	50,052	51,053	52,074	53,115	54,178	55,261	56,366	57,494	58,644	59,817	61,013	62,234	63,478
07288	Data Production Control Specialist	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
10940	EMS Captain - Paramedic	FD07	92,842	94,699	96,593	98,525	100,495	102,505	104,555	106,646	108,779	110,955	113,174	115,437	117,746	120,101	122,503	124,953	127,452	130,001
07192	Equipment & Supply Clerk	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
11039	Equipment & Supply Clerk Senior	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
10354	Executive Administrator - Police/Fire	OR11	125,095							162,624							200,152			
07722	Executive Assistant To Chief - Police/Fire	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
10108	Finance Administrator	OR08	98,314							120,434							142,555			
06232	Finance Manager	OR10	115,478							147,235							178,991			
11177	Finance Officer	OR04	68,930							79,266							89,603			
11178	Finance Officer Senior	OR06	83,250							97,818							112,387			
10153	Finance Specialist	OR05	75,733							87,094							98,456			
10839	Fire Arson Investigator	FD06	87,234	88,979	90,758	92,574	94,425	96,313	98,240	100,204	102,209	104,253	106,338	108,465	110,634	112,846	115,103	117,405	119,753	122,148
00430	Fire Assistant Chief	FD10	125,609							145,707							165,804			
07305	Fire Captain	FD07	92,842	94,699	96,593	98,525	100,495	102,505	104,555	106,646	108,779	110,955	113,174	115,437	117,746	120,101	122,503	124,953	127,452	130,001
01045	Fire Chief	DP05	200,000							270,000							340,000			
10712	Fire Commander	FD11	136,505							170,631							204,757			
07306	Fire Deputy Chief	FD12	150,155							198,956							247,756			
11385	Fire Deputy Director Chief	FD13	165,861							223,912							281,963			
01686	Fire District Chief	FD09	112,339	114,585	116,877	119,215	121,599	124,031	126,512	129,042	131,623	134,255	136,940	139,679	142,472	145,322	148,228	151,193	154,216	157,301
07307	Fire Engineer	FD05	82,347	83,994	85,674	87,387	89,135	90,917	92,736	94,591	96,482	98,412	100,380	102,388	104,436	106,524	108,655	110,828	113,045	115,306

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																		1	2	3	
07308	Fire Fighter 1	FD02	64,642																		
07309	Fire Fighter 2	FD03	67,700	69,054	70,435	71,843	73,280	74,746	76,241	77,766	79,321	80,907	82,526	84,176	85,860	87,577	89,328		91,115	92,937	94,796
07777	Fire Fighter 3	FD04	74,778	76,274	77,799	79,355	80,942	82,561	84,212	85,896	87,614	89,367	91,154	92,977	94,837	96,733	98,668		100,641	102,654	104,707
10112	Fire Fighter/Paramedic	FD04	74,778	76,274	77,799	79,355	80,942	82,561	84,212	85,896	87,614	89,367	91,154	92,977	94,837	96,733	98,668		100,641	102,654	104,707
07310	Fire Inspector 1	FD03	67,700	69,054	70,435	71,843	73,280	74,746	76,241	77,766	79,321	80,907	82,526	84,176	85,860	87,577	89,328		91,115	92,937	94,796
02534	Fire Inspector 2	FD05	82,347	83,994	85,674	87,387	89,135	90,917	92,736	94,591	96,482	98,412	100,380	102,388	104,436	106,524	108,655		110,828	113,045	115,306
11047	Fire Inspector 2- FTO	FD06	87,234	88,979	90,758	92,574	94,425	96,313	98,240	100,204	102,209	104,253	106,338	108,465	110,634	112,846	115,103		117,405	119,753	122,148
06834	Fire Instructor	FD07	92,842	94,699	96,593	98,525	100,495	102,505	104,555	106,646	108,779	110,955	113,174	115,437	117,746	120,101	122,503		124,953	127,452	130,001
11179	Fire Logistics & Inventory Clerk	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159		70,542	71,953	73,392
05973	Fire Maint Supv	TR15	81,476	83,106	84,769	86,465	88,194	89,958	91,757	93,592	95,464	97,373	99,321	101,307	103,333	105,400	107,508		109,658	111,851	114,088
10840	Fire Maintenance Worker	TR09	65,838	67,156	68,500	69,870	71,267	72,692	74,146	75,629	77,142	78,685	80,258	81,863	83,501	85,171	86,874		88,611	90,384	92,191
03015	Fire Marshal	FD11	136,505														204,757				
01495	Fire Marshal - Assistant	FD07	92,842	94,699	96,593	98,525	100,495	102,505	104,555	106,646	108,779	110,955	113,174	115,437	117,746	120,101	122,503		124,953	127,452	130,001
00440	Fire Marshal - Deputy	FD08	102,126	104,169	106,252	108,377	110,545	112,755	115,011	117,311	119,657	122,050	124,491	126,981	129,520	132,111	134,753		137,448	140,197	143,001
11087	Fire Operations Chief	FD10	125,609														165,804				
10884	Fire Plans Examiner 1	OR05	75,733																		
10885	Fire Plans Examiner 2	OR06	83,250																		
04055	Fire Recruit	FD01	61,665																		
10711	Fire Services Deputy Director	FD12	150,155																		
10113	Firearms and Toolmarking Examiner	OR07	90,767																		
11331	Helicopter Maintenance Supervisor	TR16	86,473	88,204	89,969	91,768	93,603	95,475	97,385	99,333	101,319	103,346	105,413	107,521	109,671	111,865	114,102		116,384	118,712	121,086
11332	Helicopter Mechanic	TR11	71,029	72,450	73,901	75,379	76,886	78,424	79,992	81,592	83,224	84,888	86,586	88,318	90,084	91,886	93,724		95,598	97,510	99,461
10886	Helicopter Pilot	OR06	83,250																		
07346	Human Resources Administrator	OR08	98,314																		
11180	Human Resources Analyst	OR04	68,930																		
11181	Human Resources Analyst Senior	OR06	83,250																		
06531	Human Resources Manager	OR10	115,478																		
07234	Info Sys Advisor 1	IT09	105,861																		
07407	Info Sys Advisor 2	IT11	125,095																		
10887	Info Sys Advisor 3	IT12	138,736																		
07779	Info Sys Applications Analyst 1	IT04	68,930																		
07780	Info Sys Applications Analyst 2	IT05	75,733																		

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07783	Info Sys Applications Analyst 3	IT06	83,250							97,818							112,387			
07784	Info Sys Applications Tech 1	IT02	59,085							67,948							76,810			
07785	Info Sys Applications Tech 2	IT03	62,595							71,983							81,371			
06918	Info Sys Communications Analyst 1	IT04	68,930							79,266							89,603			
07769	Info Sys Communications Analyst 2	IT05	75,733							87,094							98,456			
07265	Info Sys Communications Analyst 3	IT06	83,250							97,818							112,387			
07266	Info Sys Communications Tech 1	IT02	59,085							67,948							76,810			
06919	Info Sys Communications Tech 2	IT03	62,595							71,983							81,371			
07318	Info Sys Division Manager	IT12	138,736							180,357							221,978			
07782	Info Sys Manager	IT11	125,095							162,624							200,152			
10470	Info Sys Media Analyst 1	IT04	68,930							79,266							89,603			
10471	Info Sys Media Analyst 2	IT05	75,733							87,094							98,456			
10472	Info Sys Media Analyst 3	IT06	83,250							97,818							112,387			
10473	Info Sys Media Tech 1	IT02	59,085							67,948							76,810			
10474	Info Sys Media Tech 2	IT03	62,595							71,983							81,371			
10475	Info Sys Operations Analyst 1	IT04	68,930							79,266							89,603			
10476	Info Sys Operations Analyst 2	IT05	75,733							87,094							98,456			
10477	Info Sys Operations Analyst 3	IT06	83,250							97,818							112,387			
10478	Info Sys Operations Tech 1	IT02	59,085							67,948							76,810			
10479	Info Sys Operations Tech 2	IT03	62,595							71,983							81,371			
02870	Legal Secretary 1	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
07322	Legal Secretary 2	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
10119	Office Support Manager	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
11040	Office Support Rep	ST05	45,043	45,944	46,863	47,800	48,756	49,731	50,726	51,740	52,775	53,831	54,907	56,005	57,125	58,268	59,433	60,622	61,834	63,071
11041	Office Support Rep Sr	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
10123	Office Support Specialist 1	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
10124	Office Support Specialist 2	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
07343	Paralegal	OR03	62,595							71,983							81,371			
11187	Paramedic	FD05	82,347	83,994	85,674	87,387	89,135	90,917	92,736	94,591	96,482	98,412	100,380	102,388	104,436	106,524	108,655	110,828	113,045	115,306
11344	Police Assistant Chief	PS10	165,861							223,891							281,921			
00956	Police Captain	PS07	130,000							156,000							182,000			
01110	Police Chief	DP05	200,000							270,000							340,000			

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07702	Police Commander	PS08	136,505							170,631							204,757			
06882	Police Crisis Counseling Supervisor	OR05	75,733							87,094							98,456			
10851	Police Crisis Counselor	OR04	68,930							79,266							89,603			
10154	Police Deputy Chief	PS09	150,155							198,956							247,756			
07349	Police Executive Assistant	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
07351	Police Graphics Specialist	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
07353	Police Identification Specialist 1	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
07354	Police Identification Specialist 2	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
07176	Police Information Services Administrator	IT11	125,095							162,624							200,152			
06871	Police Intern	ST05	45,043	45,944	46,863	47,800	48,756	49,731	50,726	51,740	52,775	53,831	54,907	56,005	57,125	58,268	59,433	60,622	61,834	63,071
07355	Police Lieutenant	PS06	113,886	116,163	118,487	120,856	123,274	125,739	128,254	130,819	133,435	136,104	138,826	141,602	144,434	147,323	150,270	153,275	156,341	159,468
06872	Police Officer 1	PS02	69,718																	
07356	Police Officer 2	PS03	74,464	75,953	77,472	79,022	80,602	82,214	83,858	85,536	87,246	88,991	90,771	92,586	94,438	96,327	98,253	100,218	102,222	104,267
07357	Police Officer 2 – Field Training Officer	PS04	82,001	83,641	85,314	87,020	88,760	90,536	92,346	94,193	96,077	97,999	99,958	101,958	103,997	106,077	108,198	110,362	112,569	114,821
07794	Police Officer 3	PS04	82,001	83,641	85,314	87,020	88,760	90,536	92,346	94,193	96,077	97,999	99,958	101,958	103,997	106,077	108,198	110,362	112,569	114,821
03257	Police Officer Trainee	PS01	65,097																	
07358	Police Operations Analyst 1	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
07178	Police Operations Analyst 2	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
07365	Police Operations Coordinator 1	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
07364	Police Operations Coordinator 2	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
07361	Police Operations Supervisor	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
07751	Police Security Guard 1	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
07752	Police Security Guard 2	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
07366	Police Sergeant	PS05	94,905	96,803	98,739	100,714	102,728	104,783	106,878	109,016	111,196	113,420	115,688	118,002	120,362	122,769	125,225	127,730	130,284	132,890
11189	Police Support Technician	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
07753	Professional Specialist	OR04	68,930							79,266							89,603			
07376	Program Manager 1	OR04	68,930							79,266							89,603			
07377	Program Manager 2	OR05	75,733							87,094							98,456			
10132	Public Information Coordinator	OR06	83,250							97,818							112,387			
11267	Public Information Manager	OR09	105,861							132,326							158,791			
07384	Public Information Rep	OR04	68,930							79,266							89,603			
07390	Research Analyst 1	OR04	68,930							79,266							89,603			

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07391	Research Analyst 2	OR06	83,250							97,818							112,387			
10134	Research Manager – Police	OR07	90,767							109,107							127,448			
06133	Safety Coordinator	OR07	90,767							109,107							127,448			
11193	Safety Inspector	OR04	68,930							79,266							89,603			
03445	School Crossing Guard	SP01	21.43							24.65							27.86			
03447	School Crossing Guard Supv	SS01	24.65							28.34							32.03			
10855	Security Guard	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
10853	Social Worker	OR02	59,085							67,948							76,810			
10854	Social Worker Senior	OR03	62,595							71,983							81,371			
05945	Special Assistant to the Director	OR07	90,767							109,107							127,448			
07762	Special Projects Manager	OR11	125,095							162,624							200,152			
00220	Specialized Skills Instructor	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
06180	Stores Manager	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
06539	Stores Supervisor	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
07756	Technical Specialist 1	OR04	68,930							79,266							89,603			
07757	Technical Specialist 2	OR06	83,250							97,818							112,387			

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10392	Administrative Asst - Health	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10642	Administrative Spec - Health	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
11245	Animal Care & Control Admin Assistant	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
10777	Animal Care & Control Admin Supervisor	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
10779	Animal Care & Control Assistant 1	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
10780	Animal Care & Control Assistant 2	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
10781	Animal Care & Control Assistant 3	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10775	Animal Care & Control Lic Vet Tech	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
11293	Animal Care & Control Lic Vet Tech Sr	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10548	Animal Care & Control Manager	OR09	105,861								132,326					158,791				
10774	Animal Care & Control Office Asst	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
11243	Animal Care & Control Office Support Spec	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
10782	Animal Care & Control Officer 1	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
10783	Animal Care & Control Officer 2	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10784	Animal Care & Control Officer 3	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
10786	Animal Care & Control Officer Supervisor	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
10776	Animal Care & Control Prog Coord	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
11244	Animal Care & Control Prog Coord - Animal Behav.	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
10778	Animal Care & Control Shelter Vet	OR12	138,736								180,357					221,978				
11157	Animal Care & Control Shelter Vet Assistant	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
11221	Animal Care Supervisor	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
06678	Assistant To The Director	OR09	105,861								132,326					158,791				
10367	Audiologist	OR05	75,733								87,094					98,456				
10386	Bureau Director 1	OR12	138,736								180,357					221,978				
11049	Bureau Director 2	HD03	174,819								231,635					288,451				
06567	Communicable Disease Investigator	OR01	54,699								62,904					71,108				
06466	Courier	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
11006	Cultural/Linguistics Program Supervisor	OR05	75,733								87,094					98,456				
11213	Custodian - Health	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	15th	<i>Use for promotional calculation only</i>		
																		1	2	3
01461	Dental Assistant 1	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
05989	Dental Assistant 2	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
01463	Dental Hygienist 1 (100%)	OR03	62,595							71,983							81,371			
01463	Dental Hygienist 1 (71%)	OR03	44,442							51,108							57,773			
01464	Dental Hygienist 2	OR04	68,930							79,266							89,603			
10899	Dental Services Manager	HD02	168,404							223,135							277,866			
10900	Dentist	HD01	160,384							212,509							264,634			
10180	Deputy Director Health	OR13	149,918							198,641							247,364			
11411	Director of Health	DPO5	200,000							270,000							340,000			
11165	Engineer 1 - Health	OR07	90,767							109,107							127,448			
11166	Engineer 2 - Health	OR08	98,314							120,434							142,555			
11167	Engineer 3 - Health	OR10	115,478							147,235							178,991			
11164	Engineer in Training - Health	OR06	83,250							97,818							112,387			
00513	Environmental Assistant	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
11214	Environmental Health Specialist	OR03	62,595							71,983							81,371			
11215	Environmental Health Specialist Senior	OR04	68,930							79,266							89,603			
10905	Epidemiologist 1	OR07	90,767							109,107							127,448			
10906	Epidemiologist 2	OR08	98,314							120,434							142,555			
11038	Equipment & Supply Clerk	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
11039	Equipment & Supply Clerk Senior	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
10623	Facilities Maintenance Leader	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10556	Facilities Maintenance Specialist	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
10928	Facilities Maintenance Technician	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
10729	Facilities Services Manager - Health	OR06	83,250							97,818							112,387			
10108	Finance Administrator	OR08	98,314							120,434							142,555			
06232	Finance Manager	OR10	115,478							147,235							178,991			
11177	Finance Officer	OR04	68,930							79,266							89,603			
11178	Finance Officer Senior	OR06	83,250							97,818							112,387			
10153	Finance Specialist	OR05	75,733							87,094							98,456			

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	15th	<i>Use for promotional calculation only</i>		
																		1	2	3
10742	Health Manager 1	OR05	75,733							87,094							98,456			
10743	Health Manager 2	OR07	90,767							109,107							127,448			
10744	Health Manager 3	OR09	105,861							132,326							158,791			
07346	Human Resources Administrator	OR08	98,314							120,434							142,555			
11180	Human Resources Analyst	OR04	68,930							79,266							89,603			
11181	Human Resources Analyst Senior	OR06	83,250							97,818							112,387			
11242	Human Resources Manager - Health	OR10	115,478							147,235							178,991			
07234	Info Sys Advisor 1	IT08	98,314							120,434							142,555			
07407	Info Sys Advisor 2	IT10	115,478							147,235							178,991			
07779	Info Sys Applications Analyst 1	IT04	68,930							79,266							89,603			
07780	Info Sys Applications Analyst 2	IT05	75,733							87,094							98,456			
07783	Info Sys Applications Analyst 3	IT06	83,250							97,818							112,387			
07784	Info Sys Applications Technician 1	IT02	59,085							67,948							76,810			
07785	Info Sys Applications Technician 2	IT03	62,595							71,983							81,371			
07318	Info Sys Division Manager	IT11	125,095							162,624							200,152			
07782	Info Sys Manager	IT10	115,478							147,235							178,991			
06641	Interpreter 1	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
10387	Interpreter 2	ST10	63,135	64,397	65,685	66,999	68,339	69,706	71,100	72,522	73,972	75,452	76,961	78,500	80,070	81,671	83,305	84,971	86,671	88,404
11007	Interpreter 3	OR04	68,930							79,266							89,603			
06482	Inventory Control Supervisor	ST11	69,523	70,913	72,331	73,778	75,254	76,759	78,294	79,860	81,457	83,086	84,748	86,443	88,171	89,935	91,734	93,569	95,440	97,349
07424	Medical Doctor	HD03	174,819							231,635							288,451			
07024	Medical Services Director	HD04	183,560							243,217							302,874			
10904	Nutrition Educator	OR01	54,699							62,904							71,108			
03237	Nutritionist 1	OR02	59,085							67,948							76,810			
03238	Nutritionist 2	OR03	62,595							71,983							81,371			
10643	Nutritionist 3	OR04	68,930							79,266							89,603			
10644	Nutritionist 4	OR05	75,733							87,094							98,456			
11040	Office Support Representative	ST05	45,043	45,944	46,863	47,800	48,756	49,731	50,726	51,740	52,775	53,831	54,907	56,005	57,125	58,268	59,433	60,622	61,834	63,071
11041	Office Support Representative Senior	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446

CLASS#	TITLE	GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	15th	Use for promotional calculation only		
																		1	2	3
10123	Office Support Specialist 1	ST07	48,064	49,025	50,006	51,006	52,026	53,066	54,128	55,210	56,314	57,441	58,590	59,761	60,957	62,176	63,419	64,687	65,981	67,301
10124	Office Support Specialist 2	ST08	52,414	53,463	54,532	55,622	56,735	57,870	59,027	60,207	61,412	62,640	63,893	65,170	66,474	67,803	69,159	70,542	71,953	73,392
06485	Outreach Worker	ST06	46,025	46,946	47,885	48,842	49,819	50,816	51,832	52,868	53,926	55,004	56,104	57,227	58,371	59,538	60,729	61,944	63,182	64,446
03459	Pharmacist	OR10	115,478							147,235							178,991			
10345	Printing Equip Operator - Health	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
07753	Professional Specialist	OR04	68,930							79,266							89,603			
06034	Program Coordinator	OR02	59,085							67,948							76,810			
07379	Program Specialist 2	OR01	54,699							62,904							71,108			
07380	Program Specialist 3	OR03	62,595							71,983							81,371			
07381	Program Supervisor	OR03	62,595							71,983							81,371			
11081	Public Health Administrator 1	OR05	75,733							87,094							98,456			
11082	Public Health Administrator 2	OR07	90,767							109,107							127,448			
11083	Public Health Administrator 3	OR09	105,861							132,326							158,791			
06251	Public Health LPN	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035
10758	Public Health Nurse 1 (100%)	OR05	75,733	78,005	80,277	82,549				87,094							98,456			
			Diploma	Associate	Bachelor	Master														
10758	Public Health Nurse 1 (71%)	OR05	53,771	55,385	56,998	58,611				61,837							69,904			
			Diploma	Associate	Bachelor	Master														
10759	Public Health Nurse 2	OR06	83,250							97,818							112,387			
10760	Public Health Nurse 3	OR07	90,767							109,107							127,448			
10761	Public Health Nurse 4	OR10	115,478							147,235							178,991			
06489	Public Hlth Nurse Practitioner	OR10	115,478							147,235							178,991			
10336	Records Management Analyst	OR01	54,699							62,904							71,108			
07390	Research Analyst 1	OR04	68,930							79,266							89,603			
07391	Research Analyst 2	OR06	83,250							97,818							112,387			
10330	Security Guard - Health	ST09	57,158	58,302	59,468	60,657	61,870	63,107	64,370	65,657	66,970	68,309	69,676	71,069	72,490	73,940	75,419	76,927	78,466	80,035

RESOLUTION NO. RS2017-720

A resolution providing longevity pay for employees of The Metropolitan Government of Nashville and Davidson County, including employees of the Board of Health.

WHEREAS, for many years employees of the Metropolitan Government have received longevity pay for continuous service to the government; and

WHEREAS, such reward has served as an incentive for employees to remain in the service of the Metropolitan Government; and

WHEREAS, it is deemed desirable to continue to recognize those employees for their continuous service in addition to the regular salaries paid to those employees; and

WHEREAS, pursuant to Resolution No. RS2001-642 this compensation has been paid to employees on the eighth working day of December of each year; and

WHEREAS, it has been determined that receiving this compensation prior to Thanksgiving would be beneficial to employees in making plans for the upcoming holidays; and

WHEREAS, changing the payment date necessitates moving back the date an employee must be in an active pay status in order to qualify for longevity pay; and

WHEREAS, moving back the date an employee must be in an active pay status could result in some employees being delayed from qualifying for longevity pay or from qualifying at a particular level; and

WHEREAS, the intent of changing the payment date for longevity pay is to benefit the employees and not penalize them; and

WHEREAS, this potential resulting penalty can be resolved by shortening the service time requirement by one month for each level of longevity pay; and

WHEREAS, the civil service commissions for the general employees of the Metropolitan Government, the Police and Fire Departments, and the employees of the Health Department have approved and recommend these changes.

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

SECTION 1: The following longevity pay plan is adopted as additional compensation to be paid to employees based on length of continuous service with the Metropolitan Government.

\$110.00 beginning at the end of the 4 years and 11 months
\$192.50 beginning at the end of the 5 years and 11 months
\$275.00 beginning at the end of the 6 years and 11 months
\$357.50 beginning at the end of the 7 years and 11 months
\$440.00 beginning at the end of the 8 years and 11 months
\$522.50 beginning at the end of the 9 years and 11 months
\$577.50 beginning at the end of the 10 years and 11 months
\$632.50 beginning at the end of the 11 years and 11 months
\$687.50 beginning at the end of the 12 years and 11 months
\$742.50 beginning at the end of the 13 years and 11 months
\$797.50 beginning at the end of the 14 years and 11 months
\$825.00 beginning at the end of the 15 years and 11 months
\$852.50 beginning at the end of the 16 years and 11 months
\$880.00 beginning at the end of the 17 years and 11 months
\$907.50 beginning at the end of the 18 years and 11 months
\$935.00 beginning at the end of the 19 years and 11 months

SECTION 2: The longevity pay shall be paid in a single payment, payable by the 15th day of November of each year, unless prorated as provided in Sections 11 or 12.

SECTION 3: To be eligible for the longevity pay, the following criteria must be met:

(a) The employee must be on a payroll processed under a pay plan approved by the Metropolitan Civil Service Commission, or the Civil Service Commission of the Board of Health,

(b) The employee must be on active pay status, under a pay plan established by one of the Civil Service Commissions, as of October 31 of any year that this Resolution is in effect.

SECTION 4: The longevity pay, as set out herein, shall not be paid in any year in which this Resolution has been repealed prior to October 31st of that year.

SECTION 5: To be eligible for the longevity pay, an employee must have been continuously employed with no interruption of service, except as expressly provided herein. Continuous service is defined as the employment time accumulated by the employee without any break in service unless a Civil Service Commission has granted a leave of absence without pay under its rules, or in the case of non-civil service employees, a leave of absence has been granted by the employee's appointing authority. For civil service and non-civil service employees, the length of the leave of absence shall be deducted from the employee's total length of service.

SECTION 6: Any action, other than an approved leave of absence, military leave, or being placed on a service or disability pension payroll, which results in the removal of an employee's name from the payroll, shall constitute a break in service and shall result in total loss of accumulated service time prior to the break in service. An employee re-employed under the appropriate civil service rules and regulations may have prior employment time connected, provided the rules and regulations have been met and the Civil Service Commission specifically connects the prior service time. Non-civil service employees may have their prior time connected, provided they meet the same re-employment criteria established for civil service employees of the Metropolitan Civil Service Commission.

SECTION 7: In addition to the conditions set out in Section 5, the continuous service must also occur during a time the employee received compensation which was paid in accordance with a pay plan approved by the Metropolitan Civil Service Commission, or the Civil Service Commission of the Board of Health, except as provided for employees transferring from the Board of Education as set out in Section 8.

SECTION 8: Any employee who is a member of the Classified Service of the Board of Education, who transfers directly from the Board of Education to the Metropolitan Government, shall be credited with continuous service under the following conditions: (1) Those employees scheduled to work on a nine [9] or ten [10] month basis will be credited with a year's continuous service for each twelve [12] months actually worked; and (2) any break in service at the Board of Education will cause a loss of accumulated service time unless a leave of absence had been granted by the Board of Education. Other than employment with the Board of Education, past employment with other boards, agencies, authorities, commissions, or others, whose payrolls are not processed by the Payroll Section of the Department of Finance, will not be considered when determining length of continuous service under this plan.

SECTION 9: When computing total length of continuous service, pension time will not be added to the length of service; for example, an employee who has five [5] years of continuous service and goes on a pension payroll for two [2] years and then returns to work, will only be given five [5] years credit for continuous service.

SECTION 10: The longevity pay shall apply to full-time and part-time employees and shall be paid by the departments to their employees on the payroll as of October 31. Part-time employees shall be entitled to a year's accumulated service time for each 2080 hours worked.

SECTION 11: Employees who, as of October 31 of any given year, have (1) retired, either on a service or disability pension since the prior November 1, or (2) who are on leave without pay on October 31, and any of which would otherwise been entitled to longevity pay had they been on an active pay status as of October 31, shall be entitled to a prorated payment from the prior November 1 to the day of separation.

SECTION 12: Employees who have been re-employed and meet the criteria as set out in Section 6 for service to be connected which results in eligibility for longevity pay under this resolution, shall be entitled to a prorated payment from the re-employment date after November 1 until October 31.

SECTION 13: Metropolitan County Council Resolution No. RS2001-642, and any amendments thereto, upon the adoption of this Resolution, shall be of no effect, but employees shall be paid under Resolution No. RS2001-642, as it may have been amended, until the effective date of this Resolution.

SECTION 14: This Resolution shall take effect from and after its passage, the welfare of the Metropolitan Government of Nashville and Davidson County requiring it.

Sponsored by: Kathleen Murphy, John Cooper

Legislative History

Referred To: Budget & Finance Committee
Personnel Committee
Health, Hospitals and Social Services Committee
Public Safety Committee
Introduced: June 6, 2017
Deferred: June 6, 2017
Adopted: June 20, 2017
Approved: June 21, 2017
By: *Megan Barry*