



Metropolitan Government of Nashville and Davidson County

Pay Tables Effective 7/1/2026



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

Explanation of Pay Types

Trades & Labor Schedule (TR):	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.	Open Range (OR):	Employees in certain positions designated by the Civil Service Commission will be compensated on open range salary grades, which include minimum and maximum salaries only. Employees may be compensated anywhere within this range, subject to provisions in the Open Range policy.
Standard Range Schedule (ST):	A position is subject to the ST, even if it requires physical work, if its primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature not related to trade, craft, or manual-labor work.	Special Pay Types:	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).
Police and Fire Schedules (PS and FD):	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.	Bonus Plans:	Bonuses are a way to grant employees a pay increase without permanently increasing base pay. A lump-sum bonus as authorized by the Civil Service Commission, if applicable, and approved by the Department of Finance, may be paid to employees up to a maximum of the equivalent of 6% of the employees’ annual base pay.
Other Pay Types (CO; ET; PK; IT):	These pay types are specifically designed for Correctional Officers (CO), Emergency Telecommunications (ET), Park Police (PK), and Information Technology Professionals (IT).		

Cover Photo: Korean War Veterans Memorial Bridge

The Korean War Veterans Memorial Bridge’s LED lighting system includes over 685 light fixtures mounted on the arch, beams, cables, deck, and roadway and can produce 256 colors. The intensity can vary, and fixtures can be controlled individually, which is how color effects can be created from one side of the bridge to the other. The lights fire up nightly and turn off at daylight. The bridge is managed by Metro Nashville Department of Transportation (NDOT) and is part of the city’s public works and beautification efforts.

Photo Credit: Shane Potter, Metro ITS 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.	Police Aviation	An incentive payment of up to \$1,000.00 per calendar month, as authorized by the Civil Service Commission, may be paid to eligible employees permanently assigned to the Aviation Section and serving as pilots.
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.	Correctional Officer Mobile Booking Unit (MBU)	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 Booking Unit.
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.	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.

FISCAL YEAR 2027 STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2026

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	45,809	46,726	47,660	48,613	49,585	50,577	51,589	52,620	53,673	54,747	55,841	56,958	58,097	59,259	60,444	61,653	62,886	64,144
ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
ST12	77,686	79,240	80,825	82,442	84,090	85,772	87,488	89,237	91,022	92,842	94,699	96,593	98,525	100,495	102,505	104,555	106,646	108,779
Move to next step after 1 year.																		

- Notes:
- Steps increase by 2% each within each grade
 - Step increases occur annually with satisfactory performance
 - Steps may vary slightly due to rounding

FISCAL YEAR 2027 OPEN RANGE PAY TABLE

GRADE	Minimum	Midpoint	Maximum
OR01	55,629	63,974	72,317
OR02	60,090	69,104	78,116
OR03	63,660	73,207	82,755
OR04	70,102	80,614	91,127
OR05	77,021	88,575	100,130
OR06	84,666	99,481	114,298
OR07	92,311	110,962	129,615
OR08	99,986	122,482	144,979
OR09	107,661	134,576	161,491
OR10	117,442	149,738	182,034
OR11	127,222	165,389	203,555
OR12	141,095	183,424	225,752
OR13	152,467	202,018	251,570
OR14	172,344	228,356	284,367

Open Range

FISCAL YEAR 2027 INFORMATION TECHNOLOGY PAY TABLE

GRADE	Minimum	Midpoint	Maximum
IT01	55,629	63,974	72,317
IT02	60,090	69,104	78,116
IT03	63,660	73,207	82,755
IT04	70,102	80,614	91,127
IT05	77,021	88,575	100,130
IT06	84,666	99,481	114,298
IT07	92,311	110,962	129,615
IT08	99,986	122,482	144,979
IT09	107,661	134,576	161,491
IT10	117,442	149,738	182,034
IT11	127,222	165,389	203,555
IT12	141,095	183,424	225,752
IT13	152,467	202,018	251,570
IT14	172,344	228,356	284,367

Open Range

EFFECTIVE 7/1/2026

FISCAL YEAR 2027 TRADES AND LABOR PAY TABLE

EFFECTIVE 7/1/2026

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	46,103	47,026	47,967	48,926	49,905	50,903	51,921	52,960	54,018	55,100	56,201	57,325	58,472	59,641	60,834	62,051	63,292	64,558
TR02	48,562	49,535	50,526	51,537	52,567	53,619	54,691	55,785	56,901	58,039	59,199	60,383	61,591	62,823	64,079	65,361	66,668	68,001
TR03	51,185	52,210	53,256	54,321	55,407	56,515	57,645	58,798	59,974	61,173	62,397	63,644	64,918	66,216	67,540	68,891	70,269	71,674
TR04	53,448	54,518	55,609	56,722	57,856	59,013	60,193	61,397	62,625	63,877	65,155	66,458	67,787	69,142	70,525	71,936	73,374	74,842
TR05	55,973	57,093	58,236	59,400	60,588	61,801	63,036	64,297	65,583	66,895	68,233	69,597	70,989	72,409	73,857	75,334	76,841	78,378
TR06	58,366	59,535	60,727	61,941	63,180	64,444	65,732	67,047	68,388	69,756	71,151	72,574	74,025	75,506	77,016	78,556	80,127	81,730
TR07	61,678	62,913	64,172	65,456	66,765	68,100	69,462	70,851	72,269	73,714	75,187	76,691	78,225	79,790	81,386	83,014	84,674	86,367
TR08	64,236	65,522	66,833	68,170	69,533	70,924	72,343	73,789	75,265	76,770	78,305	79,872	81,469	83,099	84,760	86,455	88,184	89,948
TR09	66,958	68,298	69,665	71,058	72,479	73,928	75,407	76,915	78,454	80,023	81,623	83,255	84,921	86,619	88,351	90,118	91,920	93,759
TR10	69,581	70,974	72,394	73,842	75,319	76,825	78,361	79,929	81,527	83,158	84,821	86,518	88,248	90,012	91,813	93,649	95,522	97,433
TR11	72,237	73,682	75,158	76,661	78,194	79,758	81,352	82,980	84,639	86,332	88,058	89,820	91,616	93,449	95,318	97,224	99,169	101,152
TR12	74,827	76,325	77,853	79,410	80,997	82,618	84,270	85,955	87,674	89,427	91,216	93,041	94,902	96,800	98,736	100,711	102,725	104,779
TR13	77,820	79,378	80,967	82,586	84,238	85,923	87,640	89,394	91,182	93,005	94,865	96,762	98,697	100,671	102,685	104,739	106,833	108,970
TR14	78,828	80,406	82,014	83,655	85,328	87,034	88,775	90,550	92,361	94,208	96,093	98,015	99,975	101,974	104,014	106,094	108,216	110,380
TR15	82,862	84,519	86,211	87,935	89,694	91,488	93,317	95,184	97,087	99,029	101,010	103,030	105,090	107,192	109,336	111,523	113,753	116,028
TR16	87,944	89,704	91,499	93,329	95,195	97,099	99,041	101,022	103,042	105,103	107,206	109,349	111,536	113,767	116,042	118,363	120,730	123,145
TR17	93,649	95,523	97,435	99,384	101,371	103,399	105,466	107,576	109,728	111,921	114,160	116,443	118,772	121,148	123,570	126,041	128,562	131,133
TR18	97,396	99,344	101,332	103,358	105,426	107,534	109,685	111,879	114,116	116,398	118,726	121,101	123,523	125,994	128,514	131,084	133,706	136,380

Move to next step after 1 year.

Notes:

- Steps increase by 2% each within each grade
- Step increases occur annually with satisfactory performance
- Steps may vary slightly due to rounding

FISCAL YEAR 2027 EMERGENCY TELECOMMUNICATIONS PAY TABLE

EFFECTIVE 7/1/2026

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	52,850																	
ET02	58,135																	
ET03	63,949	65,228	66,533	67,863	69,220	70,605	72,017	73,457	74,926	76,425	77,953	79,512	81,103	82,725	84,379	86,067	87,788	89,544
ET04	70,344	71,751	73,186	74,649	76,142	77,665	79,219	80,803	82,419	84,067	85,749	87,464	89,213	90,997	92,817	94,673	96,567	98,498
ET05	77,378	78,926	80,504	82,114	83,757	85,432	87,140	88,883	90,661	92,474	94,323	96,210	98,134	100,097	102,099	104,141	106,224	108,348
ET06	92,854	94,711	96,605	98,537	100,508	102,518	104,568	106,660	108,793	110,969	113,188	115,452	117,761	120,116	122,518	124,968	127,468	130,017

Move to next step after 1 year.

GRADE	Minimum	Midpoint	Maximum
ET07	111,424	139,280	167,136
ET08	139,280	181,064	222,848

Open Range

- Notes:
- Steps increase by 2% each within each grade
 - Step increases occur annually with satisfactory performance
 - Steps may vary slightly due to rounding
 - Rate at ET01 is for Provisional Emergency Telecommunication Officer 1 employees
 - Employees move from grade ET02 to grade ET03 after one year if all eligibility requirements are met

FISCAL YEAR 2027 CORRECTIONAL OFFICER PAY TABLE

EFFECTIVE 7/1/2026

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	52,850																	
CO01	57,633																	
CO02	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
CO03	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
CO04	77,686	79,240	80,825	82,442	84,090	85,772	87,488	89,237	91,022	92,842	94,699	96,593	98,525	100,495	102,505	104,555	106,646	108,779

Move to next step after 1 year.

Notes:

- Steps increase by 2% each within each grade
- Step increases occur annually with satisfactory performance
- Steps may vary slightly due to rounding
- Rate at CO00 is for Provisional Trainee employees
- Rate at CO01 is for Correctional Officer 1 employees during 6-month probationary period

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	62,714																	
FD02	65,741																	
FD03	68,851	70,228	71,633	73,065	74,526	76,017	77,538	79,089	80,670	82,283	83,929	85,607	87,320	89,066	90,847	92,664	94,517	96,408
FD04	76,050	77,571	79,122	80,705	82,319	83,965	85,644	87,357	89,104	90,887	92,704	94,558	96,450	98,378	100,346	102,353	104,400	106,488
FD05	83,747	85,422	87,131	88,873	90,651	92,463	94,313	96,200	98,123	100,086	102,087	104,129	106,212	108,335	110,503	112,713	114,967	117,267
FD06	88,717	90,492	92,301	94,148	96,031	97,951	99,911	101,908	103,947	106,026	108,146	110,309	112,515	114,765	117,060	119,401	121,789	124,225
FD07	94,421	96,309	98,236	100,200	102,204	104,248	106,333	108,459	110,629	112,842	115,098	117,400	119,748	122,143	124,586	127,078	129,619	132,212
FD08	103,863	105,940	108,059	110,220	112,425	114,672	116,967	119,306	121,692	124,125	126,608	129,140	131,722	134,357	137,044	139,785	142,581	145,432
FD09	114,249	116,533	118,864	121,242	123,667	126,140	128,663	131,236	133,861	136,538	139,268	142,054	144,895	147,793	150,748	153,763	156,838	159,975

Move to next step after 1 year.

GRADE	Minimum	Midpoint	Maximum
FD10	127,745	148,185	168,623
FD11	138,826	173,532	208,238
FD12	152,708	202,339	251,968
FD13	168,681	227,719	286,757

Open Range

- Notes:
- Steps increase by 2% each within each grade
 - Step increases occur annually with satisfactory performance
 - Steps may vary slightly due to rounding
 - Rate at FD01 is for Provisional Fire Recruit employees while in training academy
 - Rate at FD02 is for Fire Fighter 1 employees during 6-month probationary period

FISCAL YEAR 2027 POLICE PAY TABLE

EFFECTIVE 7/1/2026

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	66,204																	
PS02	70,904																	
PS03	77,964	79,523	81,114	82,737	84,391	86,079	87,800	89,557	91,347	93,174	95,038	96,938	98,877	100,855	102,871	104,928	107,027	109,168
PS04	85,856	87,573	89,324	91,110	92,932	94,792	96,687	98,621	100,593	102,605	104,657	106,751	108,885	111,063	113,284	115,550	117,861	120,218
PS05	96,519	98,449	100,418	102,427	104,475	106,565	108,695	110,870	113,087	115,349	117,655	120,009	122,409	124,857	127,354	129,901	132,499	135,149
PS06	115,823	118,138	120,502	122,911	125,370	127,877	130,435	133,043	135,704	138,418	141,187	144,010	146,890	149,828	152,825	155,882	158,999	162,179

Move to next step after 1 year.

GRADE	Minimum	Midpoint	Maximum
PS07	132,210	158,652	185,094
PS08	138,826	173,532	208,238
PS09	152,708	202,339	251,968
PS10	168,681	227,698	286,714

Open Range

Notes:

- Steps increase by 2% each within each grade
- Step increases occur annually with satisfactory performance
- Steps may vary slightly due to rounding
- Rate at PS01 is for Provisional employees while in Police training academy
- Rate at PS02 is for Police Officer 1 employees during 6-month probationary period

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
PK00	66,204																	
PK01	70,904																	
PK02	77,964	79,523	81,114	82,737	84,391	86,079	87,800	89,557	91,347	93,174	95,038	96,938	98,877	100,855	102,871	104,928	107,027	109,168
PK03	85,856	87,573	89,324	91,110	92,932	94,792	96,687	98,621	100,593	102,605	104,657	106,751	108,885	111,063	113,284	115,550	117,861	120,218
PK04	96,519	98,449	100,418	102,427	104,475	106,565	108,695	110,870	113,087	115,349	117,655	120,009	122,409	124,857	127,354	129,901	132,499	135,149

Move to next step after 1 year.

Notes:

- Steps increase by 2% each within each grade
- Step increases occur annually with satisfactory performance
- Steps may vary slightly due to rounding
- 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

FISCAL YEAR 2027 SPECIAL PAY TABLE

EFFECTIVE 7/1/2026

Directors Pay
ANNUAL

GRADE				
DP01	129,081	167,805	206,530	
DP03	163,850	221,198	278,546	
DP05	203,400	274,590	345,780	

Judicial Services
ANNUAL

JS01	63,660	73,207	82,755	
JS03	79,667	91,617	103,567	

Extension Service*
ANNUAL

AG01	31,424	36,138	40,851	
AG03	45,922	52,588	59,254	
AG05	52,850	60,776	68,704	

School Patrol
HOURLY

SP01	21.79	25.06	28.34	

Library Page**

HOURLY	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>	<u>STEP 11</u>	<u>STEP 12</u>	<u>STEP 13</u>	<u>STEP 14</u>	<u>STEP 15</u>
LP01	15.10	15.40	15.71	16.03	16.35	16.67	17.01	17.35	17.70	18.05	18.41	18.78	19.15	19.54	19.93

Elected Officials

Metro Mayor
ANNUAL

MM 209,898

Vice Mayor
ANNUAL

VM 27,977

Council Member
ANNUAL

CM 25,615

Public Defender
ANNUAL

* Effective September 2026

PD 202,130
* 235,000

Board of Education Member
ANNUAL

* Effective as terms begin after July 2025

BE 14,000
* 20,635

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

** Steps may vary slightly due to rounding.

FISCAL YEAR 2027 PART-TIME/SEASONAL PAY TABLE

EFFECTIVE 7/1/2026

	HOURLY	
	Min	Max
J09100 Part-Time Worker 1	20.00	22.75
J09101 Part-Time Worker 2	21.00	23.75
J09103 Seasonal Worker 1	14.00	16.75
J09104 Seasonal Worker 2	15.00	17.75
J10895 Seasonal Worker 7	18.00	20.75
J11195 Seasonal Worker 8	19.00	21.75
J11196 Seasonal Worker 9	19.50	22.25
Sports Officials, Sports Scorers, Guest Instructors	\$30-\$60 per game/class	

Parks Part Time – Seasonal pay rates are approved by the Parks and Recreation Board

FISCAL YEAR 2027 HEALTH STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2026

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	45,809	46,726	47,660	48,613	49,585	50,577	51,589	52,620	53,673	54,747	55,841	56,958	58,097	59,259	60,444	61,653	62,886	64,144
ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
ST12	77,686	79,240	80,825	82,442	84,090	85,772	87,488	89,237	91,022	92,842	94,699	96,593	98,525	100,495	102,505	104,555	106,646	108,779
Move to next step after 1 year.																		

- Notes:
- Steps increase by 2% each within each grade
 - Step increases occur annually with satisfactory performance
 - Steps may vary slightly due to rounding

FISCAL YEAR 2027 HEALTH DEPARTMENT PAY TABLES

EFFECTIVE 7/1/2026

HEALTH OPEN RANGE PAY TABLE

GRADE	Minimum	Midpoint	Maximum
OR01	55,629	63,974	72,317
OR02	60,090	69,104	78,116
OR03	63,660	73,207	82,755
OR05	77,021	88,575	100,130
OR06	84,666	99,481	114,298
OR07	92,311	110,962	129,615
OR08	99,986	122,482	144,979
OR09	107,661	134,576	161,491
OR10	117,442	149,738	182,034
OR11	127,222	165,389	203,555
OR12	141,095	183,424	225,752
OR13	152,467	202,018	251,570
OR14	172,344	228,356	284,367

Open Range

HEALTH HD PAY TABLE

GRADE	Minimum	Midpoint	Maximum
HD01	163,111	216,122	269,133
HD02	171,267	226,929	282,590
HD03	177,791	235,573	293,355
HD04	186,681	247,352	308,023

Open Range

HEALTH INFORMATION TECHNOLOGY PAY TABLE

GRADE	Minimum	Midpoint	Maximum
IT01	55,629	63,974	72,317
IT02	60,090	69,104	78,116
IT03	63,660	73,207	82,755
IT05	77,021	88,575	100,130
IT06	84,666	99,481	114,298
IT07	92,311	110,962	129,615
IT08	99,986	122,482	144,979
IT09	107,661	134,576	161,491
IT10	117,442	149,738	182,034
IT11	127,222	165,389	203,555
IT12	141,095	183,424	225,752
IT13	152,467	202,018	251,570
IT14	172,344	228,356	284,367

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
J11325	311 Call Center Manager	OR05	77,021							88,575							100,130			
J11044	311 Call Center Specialist	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J11045	311 Call Center Specialist Senior	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J11326	311 Call Center Supervisor	OR03	63,660							73,207							82,755			
J11170	Accountant	OR04	70,102							80,614							91,127			
J01050	Accountant Chief	OR13	152,467							202,018							251,570			
J11171	Accountant Senior	OR06	84,666							99,481							114,298			
J11249	Accounts Payable Specialist 1	OR01	55,629							63,974							72,317			
J11250	Accounts Payable Specialist 2	OR03	63,660							73,207							82,755			
J11251	Accounts Payable Specialist 3	OR04	70,102							80,614							91,127			
J07241	Administrative Assistant	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J10863	Administrative Services Division Manager	OR09	107,661							134,576							161,491			
J07242	Administrative Services Manager	OR07	92,311							110,962							129,615			
J07243	Administrative Services Officer 2	OR01	55,629							63,974							72,317			
J07244	Administrative Services Officer 3	OR03	63,660							73,207							82,755			
J07245	Administrative Services Officer 4	OR05	77,021							88,575							100,130			
J07720	Administrative Specialist	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J10100	Application Technician 1	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J10102	Application Technician 2	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J10103	Application Technician 3	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J02670	Appraiser 2	OR01	55,629							63,974							72,317			
J07247	Appraiser 3	OR03	63,660							73,207							82,755			
J04400	Appraiser 4	OR05	77,021							88,575							100,130			
J07246	Appraiser Analyst 2	OR02	60,090							69,104							78,116			
J06116	Appraiser Analyst 3	OR04	70,102							80,614							91,127			
J10830	Appraiser Analyst 4	OR07	92,311							110,962							129,615			
J11173	Apprentice	TR04	53,448	54,518	55,609	56,722	57,856	59,013	60,193	61,397	62,625	63,877	65,155	66,458	67,787	69,142	70,525	71,936	73,374	74,842
J06801	Aquatics Coordinator	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J10831	Archives Associate	OR01	55,629							63,974							72,317			
J06802	Archivist	OR05	77,021							88,575							100,130			

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
J06650	Arts Commission Executive Director	DP01	129,081							167,805							206,530			
J06524	Assessments Manager	OR09	107,661							134,576							161,491			
J10943	Assistant Accountant Chief	OR11	127,222							165,389							203,555			
J10942	Assistant Budget Officer	OR11	127,222							165,389							203,555			
J11391	Assistant Grants and Accountability Officer	OR11	127,222							165,389							203,555			
J10868	Assistant Metropolitan Attorney 1	OR07	92,311							110,962							129,615			
J10869	Assistant Metropolitan Attorney 2	OR09	107,661							134,576							161,491			
J10870	Assistant Metropolitan Attorney 3	OR11	127,222							165,389							203,555			
J10871	Assistant Metropolitan Attorney 4	OR12	141,095							183,424							225,752			
J10944	Assistant Metropolitan Treasurer	OR11	127,222							165,389							203,555			
J10864	Assistant Public Defender 1	OR07	92,311							110,962							129,615			
J10865	Assistant Public Defender 2	OR09	107,661							134,576							161,491			
J10866	Assistant Public Defender 3	OR11	127,222							165,389							203,555			
J10867	Assistant Public Defender 4	OR12	141,095							183,424							225,752			
J10945	Assistant Public Property Officer	OR11	127,222							165,389							203,555			
J10946	Assistant Purchasing Agent	OR11	127,222							165,389							203,555			
J07192	Associate Metropolitan Attorney	OR13	152,467							202,018							251,570			
J00480	Attorney 1	OR07	92,311							110,962							129,615			
J00630	Attorney 2	OR09	107,661							134,576							161,491			
J04674	Attorney 3	OR11	127,222							165,389							203,555			
J11248	Attorney 4	OR12	141,095							183,424							225,752			
J06715	Audio - Visual Specialist	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J02580	Auditing Manager	OR11	127,222							165,389							203,555			
J00660	Auditorium Manager	DP01	129,081							167,805							206,530			
J11458	Automotive Mechanic 1	TR07	61,678	62,913	64,172	65,456	66,765	68,100	69,462	70,851	72,269	73,714	75,187	76,691	78,225	79,790	81,386	83,014	84,674	86,367
J11441	Automotive Mechanic 2	TR08	64,236	65,522	66,833	68,170	69,533	70,924	72,343	73,789	75,265	76,770	78,305	79,872	81,469	83,099	84,760	86,455	88,184	89,948
J00690	Automotive Mechanic Leader	TR12	74,827	76,325	77,853	79,410	80,997	82,618	84,270	85,955	87,674	89,427	91,216	93,041	94,902	96,800	98,736	100,711	102,725	104,779
J06081	Automotive Mechanic Certified	TR09	66,958	68,298	69,665	71,058	72,479	73,928	75,407	76,915	78,454	80,023	81,623	83,255	84,921	86,619	88,351	90,118	91,920	93,759
J00700	Automotive Shop Supervisor	TR15	82,862	84,519	86,211	87,935	89,694	91,488	93,317	95,184	97,087	99,029	101,010	103,030	105,090	107,192	109,336	111,523	113,753	116,028
J06907	Beer Permit Board - Executive Director	DP02	149,616							194,502							239,387			

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
J07251	Beer Permit Inspector 1	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J07723	Beer Permit Inspector 2	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J10872	Beer Permit Inspector 3	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J11475	Behavioral Health Counseling Supervisor	OR07	92,311							110,962							129,615			
J11473	Behavioral Health Counselor 1	OR05	77,021							88,575							100,130			
J11457	Behavioral Health Counselor 2	OR06	84,666							99,481							114,298			
J11252	Behavioral Health Services Coordinator	OR07	92,311							110,962							129,615			
J07175	Behavioral Health Services Manager	OR09	107,661							134,576							161,491			
J10458	Board of Education Member	BE	14,000		20,635	* Effective as terms begin after July 2025														
J00800	Budget Officer	OR13	152,467							202,018							251,570			
J01770	Building & Grounds Electrician	TR09	66,958	68,298	69,665	71,058	72,479	73,928	75,407	76,915	78,454	80,023	81,623	83,255	84,921	86,619	88,351	90,118	91,920	93,759
J01780	Building & Grounds Lead Electrician	TR11	72,237	73,682	75,158	76,661	78,194	79,758	81,352	82,980	84,639	86,332	88,058	89,820	91,616	93,449	95,318	97,224	99,169	101,152
J06811	Building Inspection Chief	OR07	92,311							110,962							129,615			
J06810	Building Inspector 1	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J07254	Building Inspector 2	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J02230	Building Maintenance Lead Mechanic	TR11	72,237	73,682	75,158	76,661	78,194	79,758	81,352	82,980	84,639	86,332	88,058	89,820	91,616	93,449	95,318	97,224	99,169	101,152
J07255	Building Maintenance Leader	TR03	51,185	52,210	53,256	54,321	55,407	56,515	57,645	58,798	59,974	61,173	62,397	63,644	64,918	66,216	67,540	68,891	70,269	71,674
J02220	Building Maintenance Mechanic	TR07	61,678	62,913	64,172	65,456	66,765	68,100	69,462	70,851	72,269	73,714	75,187	76,691	78,225	79,790	81,386	83,014	84,674	86,367
J00842	Building Maintenance Superintendent	TR16	87,944	89,704	91,499	93,329	95,195	97,099	99,041	101,022	103,042	105,103	107,206	109,349	111,536	113,767	116,042	118,363	120,730	123,145
J07256	Building Maintenance Supervisor	TR14	78,828	80,406	82,014	83,655	85,328	87,034	88,775	90,550	92,361	94,208	96,093	98,015	99,975	101,974	104,014	106,094	108,216	110,380
J07257	Building Maintenance Worker	TR02	48,562	49,535	50,526	51,537	52,567	53,619	54,691	55,785	56,901	58,039	59,199	60,383	61,591	62,823	64,079	65,361	66,668	68,001
J06699	Business Development Officer	OR07	92,311							110,962							129,615			
J07729	CAD/GIS Analyst 1	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J07730	CAD/GIS Analyst 2	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J11174	Carpenter	TR07	61,678	62,913	64,172	65,456	66,765	68,100	69,462	70,851	72,269	73,714	75,187	76,691	78,225	79,790	81,386	83,014	84,674	86,367
J11104	Chief Diversity Equity & Inclusion Officer	OR13	152,467							202,018							251,570			
J07113	Chief Information Officer	DP05	203,400							274,590							345,780			
J11034	Circulation Assistant	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J07768	Circulation Supervisor	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J06675	Claims Division Manager	OR07	92,311							110,962							129,615			

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
J06674	Claims Representative 1	OR01	55,629							63,974							72,317			
J06673	Claims Representative 2	OR02	60,090							69,104							78,116			
J07081	Codes Administration Assistant Director	OR13	152,467							202,018							251,570			
J01540	Codes Administration Director	DP04	183,626							247,894							312,163			
J01290	Collections Officer	OR10	117,442							149,738							182,034			
J11254	Collections Specialist 1	OR01	55,629							63,974							72,317			
J11255	Collections Specialist 2	OR03	63,660							73,207							82,755			
J11256	Collections Specialist 3	OR04	70,102							80,614							91,127			
J11257	Collections Specialist 4	OR06	84,666							99,481							114,298			
J10459	Combination Codes Inspector	ST12	77,686	79,240	80,825	82,442	84,090	85,772	87,488	89,237	91,022	92,842	94,699	96,593	98,525	100,495	102,505	104,555	106,646	108,779
J11306	Community Review Board Exec Director	DP01	129,081							167,805							206,530			
J07731	Compliance Inspector 1	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J07732	Compliance Inspector 2	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J07733	Compliance Inspector 3	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J11175	Compliance Monitor	OR04	70,102							80,614							91,127			
J11176	Compliance Monitor Senior	OR07	92,311							110,962							129,615			
J01301	Computer Operations Scheduler	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J01302	Computer Operations Shift Supervisor	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J11035	Concessions Clerk	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J07734	Contract Administrator	OR09	107,661							134,576							161,491			
J06982	Correctional Officer 1	CO01	57,633																	
J06981	Correctional Officer 2	CO02	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J07145	Correctional Officer Lieutenant	CO04	77,686	79,240	80,825	82,442	84,090	85,772	87,488	89,237	91,022	92,842	94,699	96,593	98,525	100,495	102,505	104,555	106,646	108,779
J06690	Correctional Officer Sergeant	CO03	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J10879	Correctional Officer Trainee	CO00	52,850																	
J01334	Council Member	CM	25,615																	
J01339	Court Administrator	OR12	141,095							183,424							225,752			
J01340	Court Clerk	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J07279	Criminal Investigator	OR03	63,660							73,207							82,755			
J07206	Criminal Investigator Chief	OR04	70,102							80,614							91,127			

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
J07219	Criminal Justice Coordinator	OR07	92,311							110,962							129,615			
J05450	Custodial Services Asst Supervisor	TR06	58,366	59,535	60,727	61,941	63,180	64,444	65,732	67,047	68,388	69,756	71,151	72,574	74,025	75,506	77,016	78,556	80,127	81,730
J05460	Custodial Services Supervisor	TR07	61,678	62,913	64,172	65,456	66,765	68,100	69,462	70,851	72,269	73,714	75,187	76,691	78,225	79,790	81,386	83,014	84,674	86,367
J10832	Custodian	TR02	48,562	49,535	50,526	51,537	52,567	53,619	54,691	55,785	56,901	58,039	59,199	60,383	61,591	62,823	64,079	65,361	66,668	68,001
J06233	Customer Service Assistant Manager	OR05	77,021							88,575							100,130			
J10833	Customer Service Field Representative	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J10834	Customer Service Field Rep Senior	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J11203	Customer Service Field Specialist	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J00746	Customer Service Manager	OR09	107,661							134,576							161,491			
J06598	Customer Service Supervisor	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J06817	Data Entry Programmer	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J07288	Data Production Control Specialist	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J10948	Deputy Director	OR14	172,344							228,356							284,367			
J01496	Deputy Metropolitan Attorney	OR14	172,344							228,356							284,367			
J07205	Deputy Public Defender	OR13	152,467							202,018							251,570			
J06400	Development Coordinator	OR05	77,021							88,575							100,130			
J06822	Electrical Inspection Chief	OR07	92,311							110,962							129,615			
J06821	Electrical Inspector 1	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J07290	Electrical Inspector 2	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J10142	Emergency Communications Director	DP03	163,850							221,198							278,546			
J10414	Emergency Telecom Assistant Director	ET08	139,280							181,064							222,848			
J10413	Emergency Telecom Manager	ET07	111,424							139,280							167,136			
J10407	Emergency Telecom Officer 1	ET01	52,850																	
J10408	Emergency Telecom Officer 2	ET02	58,135																	
J10409	Emergency Telecom Officer 3	ET03	63,949	65,228	66,533	67,863	69,220	70,605	72,017	73,457	74,926	76,425	77,953	79,512	81,103	82,725	84,379	86,067	87,788	89,544
J10410	Emergency Telecom Officer 4	ET04	70,344	71,751	73,186	74,649	76,142	77,665	79,219	80,803	82,419	84,067	85,749	87,464	89,213	90,997	92,817	94,673	96,567	98,498
J10412	Emergency Telecom Supervisor	ET06	92,854	94,711	96,605	98,537	100,508	102,518	104,568	106,660	108,793	110,969	113,188	115,452	117,761	120,116	122,518	124,968	127,468	130,017
J10411	Emergency Telecom Trainer	ET05	77,378	78,926	80,504	82,114	83,757	85,432	87,140	88,883	90,661	92,474	94,323	96,210	98,134	100,097	102,099	104,141	106,224	108,348
J07294	Engineer 1	OR07	92,311							110,962							129,615			
J07295	Engineer 2	OR08	99,986							122,482							144,979			

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J06606	Engineer 3	OR10	117,442							149,738							182,034			
J07296	Engineer In Training	OR06	84,666							99,481							114,298			
J10835	Engineering Technician	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J10836	Engineering Technician Senior	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J11085	Environmental Compliance Supervisor	OR07	92,311							110,962							129,615			
J03750	Environmental Laboratory Manager	OR08	99,986							122,482							144,979			
J10468	Environmental Laboratory Superintendent	OR10	117,442							149,738							182,034			
J11038	Equipment & Supply Clerk	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J11039	Equipment & Supply Clerk Senior	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J01872	Equipment Inventory Assistant 1	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J07301	Equipment Inventory Assistant 2	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J11443	Equipment Inventory Leader	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J07302	Equipment Mechanic - Certified	TR10	69,581	70,974	72,394	73,842	75,319	76,825	78,361	79,929	81,527	83,158	84,821	86,518	88,248	90,012	91,813	93,649	95,522	97,433
J11459	Equipment Mechanic 1	TR08	64,236	65,522	66,833	68,170	69,533	70,924	72,343	73,789	75,265	76,770	78,305	79,872	81,469	83,099	84,760	86,455	88,184	89,948
J11442	Equipment Mechanic 2	TR09	66,958	68,298	69,665	71,058	72,479	73,928	75,407	76,915	78,454	80,023	81,623	83,255	84,921	86,619	88,351	90,118	91,920	93,759
J06825	Equipment Mechanic Leader	TR12	74,827	76,325	77,853	79,410	80,997	82,618	84,270	85,955	87,674	89,427	91,216	93,041	94,902	96,800	98,736	100,711	102,725	104,779
J10837	Equipment Operator	TR04	53,448	54,518	55,609	56,722	57,856	59,013	60,193	61,397	62,625	63,877	65,155	66,458	67,787	69,142	70,525	71,936	73,374	74,842
J10838	Equipment Operator Senior	TR06	58,366	59,535	60,727	61,941	63,180	64,444	65,732	67,047	68,388	69,756	71,151	72,574	74,025	75,506	77,016	78,556	80,127	81,730
J10949	Equipment Operator Specialist	TR08	64,236	65,522	66,833	68,170	69,533	70,924	72,343	73,789	75,265	76,770	78,305	79,872	81,469	83,099	84,760	86,455	88,184	89,948
J07304	Equipment Servicer	TR04	53,448	54,518	55,609	56,722	57,856	59,013	60,193	61,397	62,625	63,877	65,155	66,458	67,787	69,142	70,525	71,936	73,374	74,842
J01920	Equipment Shop Supervisor	TR16	87,944	89,704	91,499	93,329	95,195	97,099	99,041	101,022	103,042	105,103	107,206	109,349	111,536	113,767	116,042	118,363	120,730	123,145
J06075	Event Set Up Leader	TR05	55,973	57,093	58,236	59,400	60,588	61,801	63,036	64,297	65,583	66,895	68,233	69,597	70,989	72,409	73,857	75,334	76,841	78,378
J05942	Exec. Secretary - Employee Benefit Board	DP02	149,616							194,502							239,387			
J00240	Extension Agent 1	AG01	31,424							36,138							40,851			
J02410	Extension Agent 2	AG02	34,268							39,408							44,548			
J00090	Extension Agent 3	AG03	45,922							52,588							59,254			
J11260	Extension Deputy Director	AG04	48,464							55,732							63,002			
J01967	Extension Director	AG05	52,850							60,776							68,704			
J06830	Facilities Manager	OR06	84,666							99,481							114,298			
J07040	Facility Coordinator	OR04	70,102							80,614							91,127			

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J11322	Family Safety Advocate	OR02	60,090							69,104							78,116			
J11323	Family Safety Advocate Senior	OR04	70,102							80,614							91,127			
J10108	Finance Administrator	OR08	99,986							122,482							144,979			
J06108	Finance Assistant Director	OR13	152,467							202,018							251,570			
J07704	Finance Deputy Director	OR14	172,344							228,356							284,367			
J01570	Finance Director	DP05	203,400							274,590							345,780			
J06232	Finance Manager	OR10	117,442							149,738							182,034			
J11177	Finance Officer	OR04	70,102							80,614							91,127			
J11178	Finance Officer Senior	OR06	84,666							99,481							114,298			
J10153	Finance Specialist	OR05	77,021							88,575							100,130			
J10469	General Services Assistant Director	OR13	152,467							202,018							251,570			
J01575	General Services Director	DP04	183,626							247,894							312,163			
J07312	General Services Division Manager	OR09	107,661							134,576							161,491			
J06968	Geographic Info Sys Manager	IT09	107,661							134,576							161,491			
J00451	Golf Course Assistant Manager	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J02280	Golf Course Manager	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J11393	Grants and Accountability Officer	OR13	152,467							202,018							251,570			
J10841	Greenskeeper	TR10	69,581	70,974	72,394	73,842	75,319	76,825	78,361	79,929	81,527	83,158	84,821	86,518	88,248	90,012	91,813	93,649	95,522	97,433
J06079	Group Care Worker	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J06080	Group Care Worker Senior	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J06123	Historic Preservationist 1	OR05	77,021							88,575							100,130			
J07778	Historic Preservationist 2	OR06	84,666							99,481							114,298			
J11444	Historic Zoning Administrator	OR10	117,442							149,738							182,034			
J01945	Historical Commission Exec Director	DP01	129,081							167,805							206,530			
J11261	Homeless Services Director	DP02	149,616							194,502							239,387			
J11460	HRIS Compliance Technician 1	OR03	63,660							73,207							82,755			
J11445	HRIS Compliance Technician 2	OR05	77,021							88,575							100,130			
J07346	Human Resources Administrator	OR08	99,986							122,482							144,979			
J11180	Human Resources Analyst	OR04	70,102							80,614							91,127			
J11181	Human Resources Analyst Senior	OR06	84,666							99,481							114,298			

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J06004	Human Resources Asst Director	OR13	152,467							202,018							251,570			
J01620	Human Resources Director	DP04	183,626							247,894							312,163			
J06531	Human Resources Manager	OR10	117,442							149,738							182,034			
J11182	Human Resources Specialist	OR07	92,311							110,962							129,615			
J11333	Industrial Control Systems Specialist	TR15	82,862	84,519	86,211	87,935	89,694	91,488	93,317	95,184	97,087	99,029	101,010	103,030	105,090	107,192	109,336	111,523	113,753	116,028
J06224	Industrial Electrician 1	TR09	66,958	68,298	69,665	71,058	72,479	73,928	75,407	76,915	78,454	80,023	81,623	83,255	84,921	86,619	88,351	90,118	91,920	93,759
J06225	Industrial Electrician 2	TR11	72,237	73,682	75,158	76,661	78,194	79,758	81,352	82,980	84,639	86,332	88,058	89,820	91,616	93,449	95,318	97,224	99,169	101,152
J11461	Industrial Instrumentation Technician 1	TR10	69,581	70,974	72,394	73,842	75,319	76,825	78,361	79,929	81,527	83,158	84,821	86,518	88,248	90,012	91,813	93,649	95,522	97,433
J11462	Industrial Instrumentation Technician 2	TR12	74,827	76,325	77,853	79,410	80,997	82,618	84,270	85,955	87,674	89,427	91,216	93,041	94,902	96,800	98,736	100,711	102,725	104,779
J11262	Industrial Maintenance Manager	OR09	107,661							134,576							161,491			
J07317	Industrial Maintenance Supervisor 1	TR15	82,862	84,519	86,211	87,935	89,694	91,488	93,317	95,184	97,087	99,029	101,010	103,030	105,090	107,192	109,336	111,523	113,753	116,028
J07786	Industrial Maintenance Supervisor 2	TR17	93,649	95,523	97,435	99,384	101,371	103,399	105,466	107,576	109,728	111,921	114,160	116,443	118,772	121,148	123,570	126,041	128,562	131,133
J06184	Industrial Mechanic 1	TR08	64,236	65,522	66,833	68,170	69,533	70,924	72,343	73,789	75,265	76,770	78,305	79,872	81,469	83,099	84,760	86,455	88,184	89,948
J06178	Industrial Mechanic 2	TR10	69,581	70,974	72,394	73,842	75,319	76,825	78,361	79,929	81,527	83,158	84,821	86,518	88,248	90,012	91,813	93,649	95,522	97,433
J07787	Industrial Technician Master	TR13	77,820	79,378	80,967	82,586	84,238	85,923	87,640	89,394	91,182	93,005	94,865	96,762	98,697	100,671	102,685	104,739	106,833	108,970
J07234	Info Sys Advisor 1	IT09	107,661							134,576							161,491			
J07407	Info Sys Advisor 2	IT11	127,222							165,389							203,555			
J10887	Info Sys Advisor 3	IT12	141,095							183,424							225,752			
J07779	Info Sys Applications Analyst 1	IT04	70,102							80,614							91,127			
J07780	Info Sys Applications Analyst 2	IT05	77,021							88,575							100,130			
J07783	Info Sys Applications Analyst 3	IT06	84,666							99,481							114,298			
J07784	Info Sys Applications Technician 1	IT02	60,090							69,104							78,116			
J07785	Info Sys Applications Technician 2	IT03	63,660							73,207							82,755			
J07744	Info Sys Asst Director	IT13	152,467							202,018							251,570			
J06918	Info Sys Communications Analyst 1	IT04	70,102							80,614							91,127			
J07769	Info Sys Communications Analyst 2	IT05	77,021							88,575							100,130			
J07265	Info Sys Communications Analyst 3	IT06	84,666							99,481							114,298			
J07266	Info Sys Communications Technician 1	IT02	60,090							69,104							78,116			
J06919	Info Sys Communications Technician 2	IT03	63,660							73,207							82,755			
J10724	Info Sys Deputy Director	IT14	172,344							228,356							284,367			

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J07318	Info Sys Division Manager	IT12	141,095							183,424							225,752			
J07782	Info Sys Manager	IT11	127,222							165,389							203,555			
J10470	Info Sys Media Analyst 1	IT04	70,102							80,614							91,127			
J10471	Info Sys Media Analyst 2	IT05	77,021							88,575							100,130			
J10472	Info Sys Media Analyst 3	IT06	84,666							99,481							114,298			
J10473	Info Sys Media Technician 1	IT02	60,090							69,104							78,116			
J10474	Info Sys Media Technician 2	IT03	63,660							73,207							82,755			
J10475	Info Sys Operations Analyst 1	IT04	70,102							80,614							91,127			
J10476	Info Sys Operations Analyst 2	IT05	77,021							88,575							100,130			
J10477	Info Sys Operations Analyst 3	IT06	84,666							99,481							114,298			
J10478	Info Sys Operations Technician 1	IT02	60,090							69,104							78,116			
J10479	Info Sys Operations Technician 2	IT03	63,660							73,207							82,755			
J06581	Insurance Division Manager	OR10	117,442							149,738							182,034			
J11373	Internal Audit Assistant Director	OR12	141,095							183,424							225,752			
J10842	Internal Auditor - Principal	OR10	117,442							149,738							182,034			
J10843	Internal Auditor - Senior	OR08	99,986							122,482							144,979			
J10550	Internal Auditor 1	OR04	70,102							80,614							91,127			
J10551	Internal Auditor 2	OR06	84,666							99,481							114,298			
J11463	Investments Officer	OR11	127,222							165,389							203,555			
J07790	Judicial Assistant 1	JS02	66,389							76,348							86,306			
J07791	Judicial Assistant 2	JS03	79,667							91,617							103,567			
J07792	Judicial Clerk	JS01	63,660							73,207							82,755			
J06559	Judicial Commissioner	OR11	127,222							165,389							203,555			
J07233	Justice Info Sys Director	DP03	163,850							221,198							278,546			
J11345	Juvenile Court Magistrate	OR11	127,222							165,389							203,555			
J02867	Law Clerk	OR03	63,660							73,207							82,755			
J02870	Legal Secretary 1	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J07322	Legal Secretary 2	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J02890	Librarian 1	OR03	63,660							73,207							82,755			
J07323	Librarian 2	OR04	70,102							80,614							91,127			

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J06847	Library Administrator	OR09	107,661							134,576							161,491			
J11183	Library Associate	OR01	55,629							63,974							72,317			
J07793	Library Manager 1	OR05	77,021							88,575							100,130			
J05300	Library Manager 2	OR06	84,666							99,481							114,298			
J04855	Library Manager 3	OR07	92,311							110,962							129,615			
J05070	Library Page (hourly)	LP01	15.10	15.40	15.71	16.03	16.35	16.67	17.01	17.35	17.70	18.05	18.41	18.78	19.15	19.54	19.93	20.33	20.74	21.15
J10846	Library Performing Artist	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J00280	Library Services Assistant Director	OR12	141,095							183,424							225,752			
J01070	Library Services Director	DP03	163,850							221,198							278,546			
J11334	Logistics Supervisor	TR06	58,366	59,535	60,727	61,941	63,180	64,444	65,732	67,047	68,388	69,756	71,151	72,574	74,025	75,506	77,016	78,556	80,127	81,730
J05910	Mail Clerk Carrier	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J07324	Maintenance & Repair District Supervisor	TR14	78,828	80,406	82,014	83,655	85,328	87,034	88,775	90,550	92,361	94,208	96,093	98,015	99,975	101,974	104,014	106,094	108,216	110,380
J10847	Maintenance & Repair Leader	TR08	64,236	65,522	66,833	68,170	69,533	70,924	72,343	73,789	75,265	76,770	78,305	79,872	81,469	83,099	84,760	97,224	99,169	101,152
J07327	Maintenance & Repair Supervisor	TR11	72,237	73,682	75,158	76,661	78,194	79,758	81,352	82,980	84,639	86,332	88,058	89,820	91,616	93,449	95,318	86,455	88,184	89,948
J10848	Maintenance & Repair Worker	TR02	48,562	49,535	50,526	51,537	52,567	53,619	54,691	55,785	56,901	58,039	59,199	60,383	61,591	62,823	64,079	65,361	66,668	68,001
J10849	Maintenance & Repair Worker Sr	TR03	51,185	52,210	53,256	54,321	55,407	56,515	57,645	58,798	59,974	61,173	62,397	63,644	64,918	66,216	67,540	68,891	70,269	71,674
J11184	Management & Budget Analyst	OR04	70,102							80,614							91,127			
J11185	Management & Budget Analyst Sr	OR07	92,311							110,962							129,615			
J10358	Manager of Fleet Operations	OR11	127,222							165,389							203,555			
J03020	Masonry Worker	TR06	58,366	59,535	60,727	61,941	63,180	64,444	65,732	67,047	68,388	69,756	71,151	72,574	74,025	75,506	77,016	78,556	80,127	81,730
J10118	Master Technician	TR11	72,237	73,682	75,158	76,661	78,194	79,758	81,352	82,980	84,639	86,332	88,058	89,820	91,616	93,449	95,318	97,224	99,169	101,152
J03035	Mayor	MM	209,898																	
J10950	Mechanic Apprentice	TR05	55,973	57,093	58,236	59,400	60,588	61,801	63,036	64,297	65,583	66,895	68,233	69,597	70,989	72,409	73,857	75,334	76,841	78,378
J06912	Mechanical/Gas Inspection Chief	OR07	92,311							110,962							129,615			
J06910	Mechanical/Gas Inspector 1	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J07331	Mechanical/Gas Inspector 2	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J03130	Metropolitan Attorney	DP05	203,400							274,590							345,780			
J10530	Metropolitan Auditor	DP03	163,850							221,198							278,546			
J03140	Metropolitan Clerk	DP01	129,081							167,805							206,530			
J03160	Metropolitan Treasurer	OR13	152,467							202,018							251,570			

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																		1	2	3
J06738	Metropolitan Zoning Administrator	OR13	152,467							202,018							251,570			
J06804	Museum Assistant Manager	OR03	63,660							73,207							82,755			
J03190	Museum Coordinator	OR04	70,102							80,614							91,127			
J06848	Museum Manager	OR05	77,021							88,575							100,130			
J03180	Museum Specialist 1	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J03200	Museum Specialist 2	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J11465	Museum Store Manager	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J07334	Naturalist 1	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J07335	Naturalist 2	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J07336	Naturalist 3	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J07337	Nature Center Manager	OR05	77,021							88,575							100,130			
J06771	Nutrition Site Coordinator	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J07746	Nutrition Site Monitor	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J11324	Office of Family Safety Assistant Director	OR11	127,222							165,389							203,555			
J10802	Office of Family Safety Director	DP02	149,616							194,502							239,387			
J10119	Office Support Manager	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J11466	Office Support Specialist 1	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J11467	Office Support Specialist 2	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J11468	Office Support Specialist 3	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J10888	Operations Manager	OR09	107,661							134,576							161,491			
J11186	Painter	TR05	55,973	57,093	58,236	59,400	60,588	61,801	63,036	64,297	65,583	66,895	68,233	69,597	70,989	72,409	73,857	75,334	76,841	78,378
J07343	Paralegal	OR03	63,660							73,207							82,755			
J06525	Park Police 1	PK01	70,904																	
J10127	Park Police 2	PK02	77,964	79,523	81,114	82,737	84,391	86,079	87,800	89,557	91,347	93,174	95,038	96,938	98,877	100,855	102,871	104,928	107,027	109,168
J06853	Park Police Lieutenant	PK04	96,519	98,449	100,418	102,427	104,475	106,565	108,695	110,870	113,087	115,349	117,655	120,009	122,409	124,857	127,354	129,901	132,499	135,149
J06526	Park Police Sergeant	PK03	85,856	87,573	89,324	91,110	92,932	94,792	96,687	98,621	100,593	102,605	104,657	106,751	108,885	111,063	113,284	115,550	117,861	120,218
J10951	Park Police Trainee	PK00	66,204																	
J06553	Parks & Recreation Assistant Director	OR13	152,467							202,018							251,570			
J01610	Parks & Recreation Director	DP03	163,850							221,198							278,546			
J06247	Parks & Recreation Superintendent	OR07	92,311							110,962							129,615			

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J07345	Parts Supervisor	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J11263	Payroll Analyst 1	OR04	70,102							80,614							91,127			
J11264	Payroll Analyst 2	OR06	84,666							99,481							114,298			
J11188	Payroll Manager	OR10	117,442							149,738							182,034			
J11265	Payroll Specialist 1	OR01	55,629							63,974							72,317			
J11266	Payroll Specialist 2	OR03	63,660							73,207							82,755			
J04690	Photographer	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J06860	Planner 1	OR06	84,666							99,481							114,298			
J06862	Planner 2	OR07	92,311							110,962							129,615			
J06861	Planner 3	OR08	99,986							122,482							144,979			
J11469	Planning Assistant Executive Director	OR13	152,467							202,018							251,570			
J11119	Planning Deputy Executive Director	OR14	172,344							228,356							284,367			
J01940	Planning Executive Director	DP04	183,626							247,894							312,163			
J10129	Planning Manager 1	OR09	107,661							134,576							161,491			
J06863	Planning Manager 2	OR10	117,442							149,738							182,034			
J11346	Planning Technician	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J11347	Planning Technician Senior	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J07347	Plans Examiner 1	OR05	77,021							88,575							100,130			
J04702	Plans Examiner 2	OR06	84,666							99,481							114,298			
J06141	Plans Examiner Chief	OR07	92,311							110,962							129,615			
J03610	Plumber	TR08	64,236	65,522	66,833	68,170	69,533	70,924	72,343	73,789	75,265	76,770	78,305	79,872	81,469	83,099	84,760	86,455	88,184	89,948
J06870	Plumbing Inspection Chief	OR07	92,311							110,962							129,615			
J06868	Plumbing Inspector 1	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J07348	Plumbing Inspector 2	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J11448	Pre-Trial Housing Cook	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J11449	Pre-Trial Housing Facilities Asst Manager	OR05	77,021							88,575							100,130			
J11450	Pre-Trial Housing Facilities Manager	OR07	92,311							110,962							129,615			
J11451	Pre-Trial Housing Kitchen Supervisor	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J11452	Pre-Trial Housing Officer	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J11453	Pre-Trial Housing Officer Supervisor	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640

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J07797	Probation & Pretrial Services Director	OR09	107,661							134,576							161,491			
J07375	Probation Officer 1	OR01	55,629							63,974							72,317			
J04710	Probation Officer 2	OR03	63,660							73,207							82,755			
J05495	Probation Officer 3	OR05	77,021							88,575							100,130			
J01120	Probation Officer Chief	OR07	92,311							110,962							129,615			
J11190	Procurement Officer	OR04	70,102							80,614							91,127			
J11191	Procurement Officer Senior	OR06	84,666							99,481							114,298			
J07753	Professional Specialist	OR04	70,102							80,614							91,127			
J06034	Program Coordinator	OR02	60,090							69,104							78,116			
J07376	Program Manager 1	OR04	70,102							80,614							91,127			
J07377	Program Manager 2	OR05	77,021							88,575							100,130			
J07379	Program Specialist 2	OR01	55,629							63,974							72,317			
J07380	Program Specialist 3	OR03	63,660							73,207							82,755			
J07381	Program Supervisor	OR03	63,660							73,207							82,755			
J06542	Property Standards Inspections Chief	OR07	92,311							110,962							129,615			
J06922	Property Standards Inspector 1	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J07422	Property Standards Inspector 2	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J03964	Public Defender	PD	235,000	* Effective September 2026																
J10132	Public Information Coordinator	OR06	84,666							99,481							114,298			
J11267	Public Information Manager	OR09	107,661							134,576							161,491			
J07384	Public Information Representative	OR04	70,102							80,614							91,127			
J11192	Public Property Officer	OR13	152,467							202,018							251,570			
J01650	Public Works Director	DP02	149,616							194,502							239,387			
J11447	Pumping Station Superintendent	OR10	117,442							149,738							182,034			
J04000	Purchasing Agent	OR13	152,467							202,018							251,570			
J04036	Radio Engineer	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J01690	Recreation District Manager	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J06880	Recreation Leader	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J10850	Recreation Leader - Senior	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J07116	Recycling Coordinator	OR03	63,660							73,207							82,755			

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J07390	Research Analyst 1	OR04	70,102							80,614							91,127			
J07391	Research Analyst 2	OR06	84,666							99,481							114,298			
J11470	Research Manager	OR07	92,311							110,962							129,615			
J11335	Risk and Compliance Manager	OR12	141,095							183,424							225,752			
J11120	Safety Administrator	OR09	107,661							134,576							161,491			
J06133	Safety Coordinator	OR07	92,311							110,962							129,615			
J11193	Safety Inspector	OR04	70,102							80,614							91,127			
J11194	Safety Specialist	OR06	84,666							99,481							114,298			
J11471	Security Guard 1	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J11454	Security Guard 2	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J07399	Security Officer 1 - Gen. Sess. Court	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J10135	Security Officer 2 - Gen. Sess. Court	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J07798	Security Officer Coordinator	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J11336	Service and Security Officer 1	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J11337	Service and Security Officer 2	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J06891	Service Representative 1	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J10163	Service Representative 2	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J10856	Service Writer	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J11197	Short Term Rental Inspection Chief	OR07	92,311							110,962							129,615			
J11395	Short Term Rental Inspector 1	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J11376	Short Term Rental Inspector 2	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J11268	Skilled Craft Leader	TR09	66,958	68,298	69,665	71,058	72,479	73,928	75,407	76,915	78,454	80,023	81,623	83,255	84,921	86,619	88,351	90,118	91,920	93,759
J11199	Skilled Craft Worker	TR07	61,678	62,913	64,172	65,456	66,765	68,100	69,462	70,851	72,269	73,714	75,187	76,691	78,225	79,790	81,386	83,014	84,674	86,367
J00385	Social Services Assistant Director	OR11	127,222							165,389							203,555			
J01680	Social Services Director	DP02	149,616							194,502							239,387			
J01820	Social Work Associate	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J07405	Social Work Technician	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J10853	Social Worker	OR02	60,090							69,104							78,116			
J10854	Social Worker Senior	OR03	63,660							73,207							82,755			
J05945	Special Assistant to the Director	OR07	92,311							110,962							129,615			

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J05923	Special Programs Coordinator	OR03	63,660							73,207							82,755			
J07762	Special Projects Manager	OR11	127,222							165,389							203,555			
J00220	Specialized Skills Instructor	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J06892	Specialized Skills Supervisor	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J06180	Stores Manager	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J06539	Stores Supervisor	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J10889	Technical Services Administrator	OR07	92,311							110,962							129,615			
J10890	Technical Services Manager	OR09	107,661							134,576							161,491			
J07756	Technical Specialist 1	OR04	70,102							80,614							91,127			
J07757	Technical Specialist 2	OR06	84,666							99,481							114,298			
J11390	Traffic Management Center Manager	OR09	107,661							134,576							161,491			
J11394	Traffic Management Center Operator 1	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J11396	Traffic Management Center Operator 2	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J11388	Traffic Management Center Supervisor	OR07	92,311							110,962							129,615			
J06454	Traffic Safety & Alcohol Education Coord	OR09	107,661							134,576							161,491			
J11377	Traffic Systems Technician 1	TR07	61,678	62,913	64,172	65,456	66,765	68,100	69,462	70,851	72,269	73,714	75,187	76,691	78,225	79,790	81,386	83,014	84,674	86,367
J11378	Traffic Systems Technician 2	TR09	66,958	68,298	69,665	71,058	72,479	73,928	75,407	76,915	78,454	80,023	81,623	83,255	84,921	86,619	88,351	90,118	91,920	93,759
J11379	Traffic Systems Technician 3	TR12	74,827	76,325	77,853	79,410	80,997	82,618	84,270	85,955	87,674	89,427	91,216	93,041	94,902	96,800	98,736	100,711	102,725	104,779
J11380	Traffic Systems Technician Supervisor	TR15	82,862	84,519	86,211	87,935	89,694	91,488	93,317	95,184	97,087	99,029	101,010	103,030	105,090	107,192	109,336	111,523	113,753	116,028
J11270	Transportation Assistant Director	OR13	152,467							202,018							251,570			
J11271	Transportation Chief Engineer	OR13	152,467							202,018							251,570			
J11121	Transportation Director	DP05	203,400							274,590							345,780			
J11472	Transportation Project Manager	OR08	99,986							122,482							144,979			
J11272	Transportation Superintendent	OR07	92,311							110,962							129,615			
J11200	Treasury Analyst	OR04	70,102							80,614							91,127			
J11201	Treasury Analyst Senior	OR06	84,666							99,481							114,298			
J07415	Treatment Plant Assistant Manager	OR07	92,311							110,962							129,615			
J07416	Treatment Plant Manager	OR09	107,661							134,576							161,491			
J06188	Treatment Plant Shift Operator	TR14	78,828	80,406	82,014	83,655	85,328	87,034	88,775	90,550	92,361	94,208	96,093	98,015	99,975	101,974	104,014	106,094	108,216	110,380
J07803	Treatment Plant Shift Supervisor	TR17	93,649	95,523	97,435	99,384	101,371	103,399	105,466	107,576	109,728	111,921	114,160	116,443	118,772	121,148	123,570	126,041	128,562	131,133

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																		1	2	3
J06537	Treatment Plant Superintendent	OR10	117,442							149,738							182,034			
J06229	Treatment Plant Technician 1	TR05	55,973	57,093	58,236	59,400	60,588	61,801	63,036	64,297	65,583	66,895	68,233	69,597	70,989	72,409	73,857	75,334	76,841	78,378
J06186	Treatment Plant Technician 2	TR08	64,236	65,522	66,833	68,170	69,533	70,924	72,343	73,789	75,265	76,770	78,305	79,872	81,469	83,099	84,760	86,455	88,184	89,948
J07802	Treatment Plant Technician 3	TR10	69,581	70,974	72,394	73,842	75,319	76,825	78,361	79,929	81,527	83,158	84,821	86,518	88,248	90,012	91,813	93,649	95,522	97,433
J11386	Urban Forestry Chief	OR07	92,311							110,962							129,615			
J11397	Urban Forestry Inspector 1	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J11381	Urban Forestry Inspector 2	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J10952	Utility Account Specialist 1	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J10953	Utility Account Specialist 2	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J10954	Utility Account Specialist 3	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J10957	Utility Compliance Inspector 1	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J10955	Utility Compliance Inspector 2	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J10941	Utility Compliance Inspector 3	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J11273	Utility Customer Care Agent 1	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J11274	Utility Customer Care Agent 2	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J11275	Utility Customer Care Agent 3	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J10956	Utility Data Technician 1	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J10958	Utility Data Technician 2	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J10959	Utility Data Technician 3	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J11382	Utility Engineering Technician 1	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J11383	Utility Engineering Technician 2	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J11384	Utility Engineering Technician 3	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J10962	Utility Environ. Compliance Officer 1	OR02	60,090							69,104							78,116			
J10963	Utility Environ. Compliance Officer 2	OR04	70,102							80,614							91,127			
J10964	Utility Environ. Compliance Officer 3	OR06	84,666							99,481							114,298			
J10965	Utility Equipment Operator	TR04	53,448	54,518	55,609	56,722	57,856	59,013	60,193	61,397	62,625	63,877	65,155	66,458	67,787	69,142	70,525	71,936	73,374	74,842
J10966	Utility Equipment Operator Senior	TR06	58,366	59,535	60,727	61,941	63,180	64,444	65,732	67,047	68,388	69,756	71,151	72,574	74,025	75,506	77,016	78,556	80,127	81,730
J10967	Utility Equipment Operator Specialist	TR08	64,236	65,522	66,833	68,170	69,533	70,924	72,343	73,789	75,265	76,770	78,305	79,872	81,469	83,099	84,760	86,455	88,184	89,948
J10969	Utility Field Technician 1	TR03	51,185	52,210	53,256	54,321	55,407	56,515	57,645	58,798	59,974	61,173	62,397	63,644	64,918	66,216	67,540	68,891	70,269	71,674
J10970	Utility Field Technician 2	TR04	53,448	54,518	55,609	56,722	57,856	59,013	60,193	61,397	62,625	63,877	65,155	66,458	67,787	69,142	70,525	71,936	73,374	74,842

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J10971	Utility Field Technician 3	TR07	61,678	62,913	64,172	65,456	66,765	68,100	69,462	70,851	72,269	73,714	75,187	76,691	78,225	79,790	81,386	83,014	84,674	86,367
J10972	Utility Maintenance Specialist 1	TR05	55,973	57,093	58,236	59,400	60,588	61,801	63,036	64,297	65,583	66,895	68,233	69,597	70,989	72,409	73,857	75,334	76,841	78,378
J10973	Utility Maintenance Specialist 2	TR07	61,678	62,913	64,172	65,456	66,765	68,100	69,462	70,851	72,269	73,714	75,187	76,691	78,225	79,790	81,386	83,014	84,674	86,367
J10974	Utility Maintenance Specialist 3	TR09	66,958	68,298	69,665	71,058	72,479	73,928	75,407	76,915	78,454	80,023	81,623	83,255	84,921	86,619	88,351	90,118	91,920	93,759
J10977	Utility Maintenance Technician	TR02	48,562	49,535	50,526	51,537	52,567	53,619	54,691	55,785	56,901	58,039	59,199	60,383	61,591	62,823	64,079	65,361	66,668	68,001
J10978	Utility Maintenance Technician Senior	TR03	51,185	52,210	53,256	54,321	55,407	56,515	57,645	58,798	59,974	61,173	62,397	63,644	64,918	66,216	67,540	68,891	70,269	71,674
J10985	Utility Technician	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J10990	Utility Water Quality Analyst 1	OR02	60,090							69,104							78,116			
J10991	Utility Water Quality Analyst 2	OR04	70,102							80,614							91,127			
J10992	Utility Water Quality Analyst 3	OR06	84,666							99,481							114,298			
J07760	Van Driver	TR02	48,562	49,535	50,526	51,537	52,567	53,619	54,691	55,785	56,901	58,039	59,199	60,383	61,591	62,823	64,079	65,361	66,668	68,001
J05740	Veterans Service Officer	OR02	60,090							69,104							78,116			
J10993	Veterans Service Officer Senior	OR04	70,102							80,614							91,127			
J11123	Veterans Service Supervisor	OR06	84,666							99,481							114,298			
J05754	Vice Mayor	VM	27,977																	
J10891	Victim Advocate 1	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J10892	Victim Advocate 2	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J07419	Warrant Officer 1	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J05340	Warrant Officer 2	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J11455	Waste Services Administrator	OR08	99,986							122,482							144,979			
J11341	Waste Services Assistant Director	OR13	152,467							202,018							251,570			
J11342	Waste Services Director	DP03	163,850							221,198							278,546			
J11389	Waste Services Superintendent	OR07	92,311							110,962							129,615			
J11374	Waste Services Supervisor	TR11	72,237	73,682	75,158	76,661	78,194	79,758	81,352	82,980	84,639	86,332	88,058	89,820	91,616	93,449	95,318	97,224	99,169	101,152
J11375	Waste Services Worker	TR02	48,562	49,535	50,526	51,537	52,567	53,619	54,691	55,785	56,901	58,039	59,199	60,383	61,591	62,823	64,079	65,361	66,668	68,001
J11400	Water Field Technician Supervisor	TR11	72,237	73,682	75,158	76,661	78,194	79,758	81,352	82,980	84,639	86,332	88,058	89,820	91,616	93,449	95,318	97,224	99,169	101,152
J11204	Water Maintenance Supervisor 1	TR11	72,237	73,682	75,158	76,661	78,194	79,758	81,352	82,980	84,639	86,332	88,058	89,820	91,616	93,449	95,318	97,224	99,169	101,152
J11205	Water Maintenance Supervisor 2	TR15	82,862	84,519	86,211	87,935	89,694	91,488	93,317	95,184	97,087	99,029	101,010	103,030	105,090	107,192	109,336	111,523	113,753	116,028
J11086	Water Quality Supervisor	OR07	92,311							110,962							129,615			
J07420	Water Services Assistant Director	OR13	152,467							202,018							251,570			

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J11206	Water Services Assistant Manager	OR07	92,311							110,962							129,615			
J01670	Water Services Director	DP05	203,400							274,590							345,780			
J11207	Water Services Manager	OR09	107,661							134,576							161,491			
J10486	Water Services Security Manager	OR07	92,311							110,962							129,615			
J11208	Water Services Superintendent	TR17	93,649	95,523	97,435	99,384	101,371	103,399	105,466	107,576	109,728	111,921	114,160	116,443	118,772	121,148	123,570	126,041	128,562	131,133
J11105	Workforce Diversity Manager	OR10	117,442							149,738							182,034			
J11338	Youth Case Manager 1	OR01	55,629							63,974							72,317			
J11339	Youth Case Manager 2	OR03	63,660							73,207							82,755			
J11340	Youth Case Manager 3	OR05	77,021							88,575							100,130			
J07230	Zoning Examination Chief	OR07	92,311							110,962							129,615			
J11348	Zoning Examiner 1	OR05	77,021							88,575							100,130			
J11343	Zoning Examiner 2	OR06	84,666							99,481							114,298			
J11387	Zoning Inspection Chief	OR07	92,311							110,962							129,615			
J11398	Zoning Inspector 1	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J11399	Zoning Inspector 2	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004

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J07241	Administrative Assistant	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J10863	Administrative Services Division Manager	OR09	107,661							134,576							161,491			
J07242	Administrative Services Manager	OR07	92,311							110,962							129,615			
J07243	Administrative Services Officer 2	OR01	55,629							63,974							72,317			
J07244	Administrative Services Officer 3	OR03	63,660							73,207							82,755			
J07245	Administrative Services Officer 4	OR05	77,021							88,575							100,130			
J07720	Administrative Specialist	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J11172	Advanced Emergency Medical Technician	FD03	68,851	70,228	71,633	73,065	74,526	76,017	77,538	79,089	80,670	82,283	83,929	85,607	87,320	89,066	90,847	92,664	94,517	96,408
J10100	Application Technician 1	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J10102	Application Technician 2	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J10103	Application Technician 3	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J07174	Armorer	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J10947	Associate Administrator - Police & Fire	OR13	152,467							202,018							251,570			
J11475	Behavioral Health Counseling Supervisor	OR07	92,311							110,962							129,615			
J11473	Behavioral Health Counselor 1	OR05	77,021							88,575							100,130			
J11457	Behavioral Health Counselor 2	OR06	84,666							99,481							114,298			
J11252	Behavioral Health Services Coordinator	OR07	92,311							110,962							129,615			
J07175	Behavioral Health Services Manager	OR09	107,661							134,576							161,491			
J10881	Breathing Apparatus Technician	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J01770	Building & Grounds Electrician	TR09	66,958	68,298	69,665	71,058	72,479	73,928	75,407	76,915	78,454	80,023	81,623	83,255	84,921	86,619	88,351	90,118	91,920	93,759
J01780	Building & Grounds Lead Electrician	TR11	72,237	73,682	75,158	76,661	78,194	79,758	81,352	82,980	84,639	86,332	88,058	89,820	91,616	93,449	95,318	97,224	99,169	101,152
J02230	Building Maintenance Lead Mechanic	TR11	72,237	73,682	75,158	76,661	78,194	79,758	81,352	82,980	84,639	86,332	88,058	89,820	91,616	93,449	95,318	97,224	99,169	101,152
J07255	Building Maintenance Leader	TR03	51,185	52,210	53,256	54,321	55,407	56,515	57,645	58,798	59,974	61,173	62,397	63,644	64,918	66,216	67,540	68,891	70,269	71,674
J02220	Building Maintenance Mechanic	TR07	61,678	62,913	64,172	65,456	66,765	68,100	69,462	70,851	72,269	73,714	75,187	76,691	78,225	79,790	81,386	83,014	84,674	86,367
J07257	Building Maintenance Worker	TR02	48,562	49,535	50,526	51,537	52,567	53,619	54,691	55,785	56,901	58,039	59,199	60,383	61,591	62,823	64,079	65,361	66,668	68,001
J01302	Computer Operations Shift Supervisor	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J10714	Crime Lab Asst Dir/Quality Assurance Mgr	OR08	99,986							122,482							144,979			
J10715	Crime Lab Business Manager	OR08	99,986							122,482							144,979			
J10713	Crime Lab Director	OR10	117,442							149,738							182,034			
J11253	Crime Lab DNA Technical Lead	OR08	99,986							122,482							144,979	78,236	79,801	81,397
J10718	Crime Lab Evidence Receiving Supervisor	OR04	70,102							80,614							91,127			
J10719	Crime Lab Evidence Receiving Technician	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702			

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J10720	Crime Lab Forensic Scientist 1	OR04	70,102							80,614							91,127			
J10721	Crime Lab Forensic Scientist 2	OR05	77,021							88,575							100,130			
J10722	Crime Lab Forensic Scientist 3	OR06	84,666							99,481							114,298			
J11258	Crime Lab Forensic Scientist 4	OR07	92,311							110,962							129,615	86,416	88,145	89,908
J10716	Crime Lab Forensic Supervisor	OR08	99,986							122,482							144,979			
J10723	Crime Lab Forensic Technician	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722			
J10717	Crime Lab Information Technology Mgr	IT08	99,986							122,482							144,979			
J11036	Crime Scene Investigator 1	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J11037	Crime Scene Investigator 2	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J11046	Crime Scene Investigator 3	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J11327	Criminal Intelligence Analyst 1	OR04	70,102							80,614							91,127			
J11328	Criminal Intelligence Analyst 2	OR06	84,666							99,481							114,298			
J11330	Criminal Intelligence Unit Manager	OR10	117,442							149,738							182,034			
J11329	Criminal Intelligence Unit Supervisor	OR08	99,986							122,482							144,979			
J10832	Custodian	TR02	48,562	49,535	50,526	51,537	52,567	53,619	54,691	55,785	56,901	58,039	59,199	60,383	61,591	62,823	64,079	65,361	66,668	68,001
J07288	Data Production Control Specialist	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J10940	EMS Captain - Paramedic	FD07	94,421	96,309	98,236	100,200	102,204	104,248	106,333	108,459	110,629	112,842	115,098	117,400	119,748	122,143	124,586	127,078	129,619	132,212
J11038	Equipment & Supply Clerk	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J11039	Equipment & Supply Clerk Senior	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J10354	Executive Administrator - Police/Fire	OR11	127,222							165,389							203,555			
J07722	Executive Assistant To Chief - Police/Fire	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J10108	Finance Administrator	OR08	99,986							122,482							144,979			
J06232	Finance Manager	OR10	117,442							149,738							182,034			
J11177	Finance Officer	OR04	70,102							80,614							91,127			
J11178	Finance Officer Senior	OR06	84,666							99,481							114,298			
J10153	Finance Specialist	OR05	77,021							88,575							100,130			
J11456	Fire Arson Investigator 1	FD05	83,747	85,422	87,131	88,873	90,651	92,463	94,313	96,200	98,123	100,086	102,087	104,129	106,212	108,335	110,503	112,713	114,967	117,267
J11464	Fire Arson Investigator 2	FD06	88,717	90,492	92,301	94,148	96,031	97,951	99,911	101,908	103,947	106,026	108,146	110,309	112,515	114,765	117,060	119,401	121,789	124,225
J00430	Fire Assistant Chief	FD10	127,745							148,185							168,623			
J07305	Fire Captain	FD07	94,421	96,309	98,236	100,200	102,204	104,248	106,333	108,459	110,629	112,842	115,098	117,400	119,748	122,143	124,586	127,078	129,619	132,212
J01045	Fire Chief	DP05	203,400							274,590							345,780			
J10712	Fire Commander	FD11	138,826							173,532							208,238			

																		Use for promotional calculation only		
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J07306	Fire Deputy Chief	FD12	152,708							202,339							251,968			
J11385	Fire Deputy Director Chief	FD13	168,681							227,719							286,757			
J01686	Fire District Chief	FD09	114,249	116,533	118,864	121,242	123,667	126,140	128,663	131,236	133,861	136,538	139,268	142,054	144,895	147,793	150,748	153,763	156,838	159,975
J07307	Fire Engineer	FD05	83,747	85,422	87,131	88,873	90,651	92,463	94,313	96,200	98,123	100,086	102,087	104,129	106,212	108,335	110,503	112,713	114,967	117,267
J07308	Fire Fighter 1	FD02	65,741																	
J07309	Fire Fighter 2	FD03	68,851	70,228	71,633	73,065	74,526	76,017	77,538	79,089	80,670	82,283	83,929	85,607	87,320	89,066	90,847	92,664	94,517	96,408
J07777	Fire Fighter 3	FD04	76,050	77,571	79,122	80,705	82,319	83,965	85,644	87,357	89,104	90,887	92,704	94,558	96,450	98,378	100,346	102,353	104,400	106,488
J10112	Fire Fighter/Paramedic	FD04	76,050	77,571	79,122	80,705	82,319	83,965	85,644	87,357	89,104	90,887	92,704	94,558	96,450	98,378	100,346	102,353	104,400	106,488
J07310	Fire Inspector 1	FD03	68,851	70,228	71,633	73,065	74,526	76,017	77,538	79,089	80,670	82,283	83,929	85,607	87,320	89,066	90,847	92,664	94,517	96,408
J02534	Fire Inspector 2	FD05	83,747	85,422	87,131	88,873	90,651	92,463	94,313	96,200	98,123	100,086	102,087	104,129	106,212	108,335	110,503	112,713	114,967	117,267
J11047	Fire Inspector 2- FTO	FD06	88,717	90,492	92,301	94,148	96,031	97,951	99,911	101,908	103,947	106,026	108,146	110,309	112,515	114,765	117,060	119,401	121,789	124,225
J06834	Fire Instructor	FD07	94,421	96,309	98,236	100,200	102,204	104,248	106,333	108,459	110,629	112,842	115,098	117,400	119,748	122,143	124,586	127,078	129,619	132,212
J11179	Fire Logistics & Inventory Clerk	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J05973	Fire Maintenance Supervisor	TR15	82,862	84,519	86,211	87,935	89,694	91,488	93,317	95,184	97,087	99,029	101,010	103,030	105,090	107,192	109,336	111,523	113,753	116,028
J10840	Fire Maintenance Worker	TR09	66,958	68,298	69,665	71,058	72,479	73,928	75,407	76,915	78,454	80,023	81,623	83,255	84,921	86,619	88,351	90,118	91,920	93,759
J03015	Fire Marshal	FD11	138,826							173,532							208,238			
J01495	Fire Marshal - Assistant	FD07	94,421	96,309	98,236	100,200	102,204	104,248	106,333	108,459	110,629	112,842	115,098	117,400	119,748	122,143	124,586	127,078	129,619	132,212
J00440	Fire Marshal - Deputy	FD09	114,249	116,533	118,864	121,242	123,667	126,140	128,663	131,236	133,861	136,538	139,268	142,054	144,895	147,793	150,748	153,763	156,838	159,975
J11087	Fire Operations Chief	FD10	127,745							148,185							168,623			
J10884	Fire Plans Examiner 1	OR05	77,021							88,575							100,130			
J10885	Fire Plans Examiner 2	OR06	84,666							99,481							114,298			
J04055	Fire Recruit	FD01	62,714																	
J10711	Fire Services Deputy Director	FD12	152,708							202,339							251,968			
J10113	Firearms and Toolmarking Examiner	OR07	92,311							110,962							129,615			
J11331	Helicopter Maintenance Supervisor	TR16	87,944	89,704	91,499	93,329	95,195	97,099	99,041	101,022	103,042	105,103	107,206	109,349	111,536	113,767	116,042	118,363	120,730	123,145
J11332	Helicopter Mechanic	TR11	72,237	73,682	75,158	76,661	78,194	79,758	81,352	82,980	84,639	86,332	88,058	89,820	91,616	93,449	95,318	97,224	99,169	101,152
J10886	Helicopter Pilot	OR07	92,311							110,962							129,615			
J07346	Human Resources Administrator	OR08	99,986							122,482							144,979			
J11180	Human Resources Analyst	OR04	70,102							80,614							91,127			
J11181	Human Resources Analyst Senior	OR06	84,666							99,481							114,298			
J06531	Human Resources Manager	OR10	117,442							149,738							182,034			
J07234	Info Sys Advisor 1	IT09	107,661							134,576							161,491			

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J07407	Info Sys Advisor 2	IT11	127,222							165,389							203,555			
J10887	Info Sys Advisor 3	IT12	141,095							183,424							225,752			
J07779	Info Sys Applications Analyst 1	IT04	70,102							80,614							91,127			
J07780	Info Sys Applications Analyst 2	IT05	77,021							88,575							100,130			
J07783	Info Sys Applications Analyst 3	IT06	84,666							99,481							114,298			
J07784	Info Sys Applications Tech 1	IT02	60,090							69,104							78,116			
J07785	Info Sys Applications Tech 2	IT03	63,660							73,207							82,755			
J06918	Info Sys Communications Analyst 1	IT04	70,102							80,614							91,127			
J07769	Info Sys Communications Analyst 2	IT05	77,021							88,575							100,130			
J07265	Info Sys Communications Analyst 3	IT06	84,666							99,481							114,298			
J07266	Info Sys Communications Tech 1	IT02	60,090							69,104							78,116			
J06919	Info Sys Communications Tech 2	IT03	63,660							73,207							82,755			
J07318	Info Sys Division Manager	IT12	141,095							183,424							225,752			
J07782	Info Sys Manager	IT11	127,222							165,389							203,555			
J10470	Info Sys Media Analyst 1	IT04	70,102							80,614							91,127			
J10471	Info Sys Media Analyst 2	IT05	77,021							88,575							100,130			
J10472	Info Sys Media Analyst 3	IT06	84,666							99,481							114,298			
J10473	Info Sys Media Tech 1	IT02	60,090							69,104							78,116			
J10474	Info Sys Media Tech 2	IT03	63,660							73,207							82,755			
J10475	Info Sys Operations Analyst 1	IT04	70,102							80,614							91,127			
J10476	Info Sys Operations Analyst 2	IT05	77,021							88,575							100,130			
J10477	Info Sys Operations Analyst 3	IT06	84,666							99,481							114,298			
J10478	Info Sys Operations Tech 1	IT02	60,090							69,104							78,116			
J10479	Info Sys Operations Tech 2	IT03	63,660							73,207							82,755			
J02870	Legal Secretary 1	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J07322	Legal Secretary 2	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J10119	Office Support Manager	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J11466	Office Support Specialist 1	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J11467	Office Support Specialist 2	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J11468	Office Support Specialist 3	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J07343	Paralegal	OR03	63,660							73,207							82,755			
J11187	Paramedic	FD05	83,747	85,422	87,131	88,873	90,651	92,463	94,313	96,200	98,123	100,086	102,087	104,129	106,212	108,335	110,503	112,713	114,967	117,267

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																		1	2	3
J11344	Police Assistant Chief	PS10	168,681							227,698							286,714			
J00956	Police Captain	PS07	132,210							158,652							185,094			
J01110	Police Chief	DP05	203,400							274,590							345,780			
J07702	Police Commander	PS08	138,826							173,532							208,238			
J10154	Police Deputy Chief	PS09	152,708							202,339							251,968			
J07349	Police Executive Assistant	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J07351	Police Graphics Specialist	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J07353	Police Identification Specialist 1	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J07354	Police Identification Specialist 2	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J07176	Police Information Services Administrator	IT11	127,222							165,389							203,555			
J06871	Police Intern	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J07355	Police Lieutenant	PS06	115,823	118,138	120,502	122,911	125,370	127,877	130,435	133,043	135,704	138,418	141,187	144,010	146,890	149,828	152,825	155,882	158,999	162,179
J06872	Police Officer 1	PS02	70,904																	
J07356	Police Officer 2	PS03	77,964	79,523	81,114	82,737	84,391	86,079	87,800	89,557	91,347	93,174	95,038	96,938	98,877	100,855	102,871	104,928	107,027	109,168
J07357	Police Officer 2 - Field Training Officer	PS04	85,856	87,573	89,324	91,110	92,932	94,792	96,687	98,621	100,593	102,605	104,657	106,751	108,885	111,063	113,284	115,550	117,861	120,218
J07794	Police Officer 3	PS04	85,856	87,573	89,324	91,110	92,932	94,792	96,687	98,621	100,593	102,605	104,657	106,751	108,885	111,063	113,284	115,550	117,861	120,218
J03257	Police Officer Trainee	PS01	66,204																	
J07358	Police Operations Analyst 1	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J07178	Police Operations Analyst 2	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J07365	Police Operations Coordinator 1	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J07364	Police Operations Coordinator 2	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J07361	Police Operations Supervisor	OR03	63,660							73,207							82,755			
J07751	Police Security Guard 1	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J07752	Police Security Guard 2	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J11446	Police Security Guard Supervisor	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J07366	Police Sergeant	PS05	96,519	98,449	100,418	102,427	104,475	106,565	108,695	110,870	113,087	115,349	117,655	120,009	122,409	124,857	127,354	129,901	132,499	135,149
J11189	Police Support Technician	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J07753	Professional Specialist	OR04	70,102							80,614							91,127			
J07376	Program Manager 1	OR04	70,102							80,614							91,127			
J07377	Program Manager 2	OR05	77,021							88,575							100,130			
J10132	Public Information Coordinator	OR06	84,666							99,481							114,298			
J11267	Public Information Manager	OR09	107,661							134,576							161,491			

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J07384	Public Information Representative	OR04	70,102							80,614							91,127			
J07390	Research Analyst 1	OR04	70,102							80,614							91,127			
J07391	Research Analyst 2	OR06	84,666							99,481							114,298			
J11470	Research Manager	OR07	92,311							110,962							129,615			
J06133	Safety Coordinator	OR07	92,311							110,962							129,615			
J11193	Safety Inspector	OR04	70,102							80,614							91,127			
J03445	School Crossing Guard (hourly)	SP01	21.79							25.06							28.34			
J03447	School Crossing Guard Supv (hourly)	SS01	25.06							28.82							32.58			
J11471	Security Guard 1	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J10853	Social Worker	OR02	60,090							69,104							78,116			
J10854	Social Worker Senior	OR03	63,660							73,207							82,755			
J05945	Special Assistant to the Director	OR07	92,311							110,962							129,615			
J07762	Special Projects Manager	OR11	127,222							165,389							203,555			
J00220	Specialized Skills Instructor	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J06180	Stores Manager	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J06539	Stores Supervisor	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J07756	Technical Specialist 1	OR04	70,102							80,614							91,127			
J07757	Technical Specialist 2	OR06	84,666							99,481							114,298			

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J10392	Administrative Asst - Health	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J10642	Administrative Spec - Health	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J11245	Animal Care & Control Admin Assistant	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J10777	Animal Care & Control Admin Supervisor	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J10779	Animal Care & Control Assistant 1	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J10780	Animal Care & Control Assistant 2	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J10781	Animal Care & Control Assistant 3	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J10775	Animal Care & Control Lic Vet Tech	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J11293	Animal Care & Control Lic Vet Tech Sr	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J10548	Animal Care & Control Manager	OR09	107,661							134,576							161,491			
J10774	Animal Care & Control Office Asst	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J11243	Animal Care & Control Office Support Spec	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J10782	Animal Care & Control Officer 1	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J10783	Animal Care & Control Officer 2	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J10784	Animal Care & Control Officer 3	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J10786	Animal Care & Control Officer Supervisor	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J10776	Animal Care & Control Prog Coord	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J11244	Animal Care & Control Prog Coord - Animal Behav.	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J10778	Animal Care & Control Shelter Vet	OR12	141,095							183,424							225,752			
J11157	Animal Care & Control Shelter Vet Assistant	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J11221	Animal Care Supervisor	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J06678	Assistant To The Director	OR09	107,661							134,576							161,491			
J10367	Audiologist	OR05	77,021							88,575							100,130			
J10386	Bureau Director 1	OR12	141,095							183,424							225,752			
J11049	Bureau Director 2	HD03	177,791							235,573							293,355			
J06567	Communicable Disease Investigator	OR01	55,629							63,974							72,317			
J06466	Courier	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J11006	Cultural/Linguistics Program Supervisor	OR05	77,021							88,575							100,130			
J11213	Custodian - Health	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446

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
J01461	Dental Assistant 1	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J05989	Dental Assistant 2	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J01463	Dental Hygienist 1 (100%)	OR03	63,660							73,207							82,755			
J01463	Dental Hygienist 1 (71%)	OR03	45,199							51,977							58,756			
J01464	Dental Hygienist 2	OR04	70,102							80,614							91,127			
J10899	Dental Services Manager	HD02	171,267							226,929							282,590			
J10900	Dentist	HD01	163,111							216,122							269,133			
J10180	Deputy Director Health	OR13	152,467							202,018							251,570			
J11411	Director of Health	DP05	203,400							274,590							345,780			
J11165	Engineer 1 - Health	OR07	92,311							110,962							129,615			
J11166	Engineer 2 - Health	OR08	99,986							122,482							144,979			
J11167	Engineer 3 - Health	OR10	117,442							149,738							182,034			
J11164	Engineer in Training - Health	OR06	84,666							99,481							114,298			
J00513	Environmental Assistant	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J11214	Environmental Health Specialist	OR03	63,660							73,207							82,755			
J11215	Environmental Health Specialist Senior	OR04	70,102							80,614							91,127			
J10905	Epidemiologist 1	OR07	92,311							110,962							129,615			
J10906	Epidemiologist 2	OR08	99,986							122,482							144,979			
J11038	Equipment & Supply Clerk	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J11039	Equipment & Supply Clerk Senior	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446
J10623	Facilities Maintenance Leader	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J10556	Facilities Maintenance Specialist	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J10928	Facilities Maintenance Technician	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J10729	Facilities Services Manager - Health	OR06	84,666							99,481							114,298			
J10108	Finance Administrator	OR08	99,986							122,482							144,979			
J06232	Finance Manager	OR10	117,442							149,738							182,034			
J11177	Finance Officer	OR04	70,102							80,614							91,127			
J11178	Finance Officer Senior	OR06	84,666							99,481							114,298			
J10153	Finance Specialist	OR05	77,021							88,575							100,130			

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
J10742	Health Manager 1	OR05	77,021							88,575							100,130			
J10743	Health Manager 2	OR07	92,311							110,962							129,615			
J10744	Health Manager 3	OR09	107,661							134,576							161,491			
J07346	Human Resources Administrator	OR08	99,986							122,482							144,979			
J11180	Human Resources Analyst	OR04	70,102							80,614							91,127			
J11181	Human Resources Analyst Senior	OR06	84,666							99,481							114,298			
J11242	Human Resources Manager - Health	OR10	117,442							149,738							182,034			
J07234	Info Sys Advisor 1	IT09	107,661							134,576							161,491			
J07407	Info Sys Advisor 2	IT11	127,222							165,389							203,555			
J07779	Info Sys Applications Analyst 1	IT04	70,102							80,614							91,127			
J07780	Info Sys Applications Analyst 2	IT05	77,021							88,575							100,130			
J07783	Info Sys Applications Analyst 3	IT06	84,666							99,481							114,298			
J07784	Info Sys Applications Technician 1	IT02	60,090							69,104							78,116			
J07785	Info Sys Applications Technician 2	IT03	63,660							73,207							82,755			
J07318	Info Sys Division Manager	IT12	141,095							183,424							225,752			
J07782	Info Sys Manager	IT11	127,222							165,389							203,555			
J06641	Interpreter 1	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J10387	Interpreter 2	ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722	86,416	88,145	89,908
J11007	Interpreter 3	OR04	70,102							80,614							91,127			
J06482	Inventory Control Supervisor	ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294	95,160	97,063	99,004
J07424	Medical Doctor	HD03	177,791							235,573							293,355			
J07024	Medical Services Director	HD04	186,681							247,352							308,023			
J10904	Nutrition Educator	OR01	55,629							63,974							72,317			
J03237	Nutritionist 1	OR02	60,090							69,104							78,116			
J03238	Nutritionist 2	OR03	63,660							73,207							82,755			
J10643	Nutritionist 3	OR04	70,102							80,614							91,127			
J10644	Nutritionist 4	OR05	77,021							88,575							100,130			
J11466	Office Support Specialist 1	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J11467	Office Support Specialist 2	ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498	65,788	67,104	68,446

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
J11468	Office Support Specialist 3	ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335	71,742	73,177	74,640
J06485	Outreach Worker	ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762	62,997	64,257	65,542
J03459	Pharmacist	OR10	117,442							149,738							182,034			
J10345	Printing Equipment Operator - Health	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J07753	Professional Specialist	OR04	70,102							80,614							91,127			
J06034	Program Coordinator	OR02	60,090							69,104							78,116			
J07379	Program Specialist 2	OR01	55,629							63,974							72,317			
J07380	Program Specialist 3	OR03	63,660							73,207							82,755			
J07381	Program Supervisor	OR03	63,660							73,207							82,755			
J11081	Public Health Administrator 1	OR05	77,021							88,575							100,130			
J11082	Public Health Administrator 2	OR07	92,311							110,962							129,615			
J11083	Public Health Administrator 3	OR09	107,661							134,576							161,491			
J06251	Public Health LPN	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397
J10758	Public Health Nurse 1 (100%)	OR05	77,021	79,332	81,642	83,953				88,575							100,130			
			Diploma	Associate	Bachelor	Master														
J10758	Public Health Nurse 1 (71%)	OR05	54,685	56,326	57,966	59,607				62,888							71,092			
			Diploma	Associate	Bachelor	Master														
J10759	Public Health Nurse 2	OR06	84,666							99,481							114,298			
J10760	Public Health Nurse 3	OR07	92,311							110,962							129,615			
J10761	Public Health Nurse 4	OR10	117,442							149,738							182,034			
J06489	Public Health Nurse Practitioner	OR10	117,442							149,738							182,034			
J10336	Records Management Analyst	OR01	55,629							63,974							72,317			
J07390	Research Analyst 1	OR04	70,102							80,614							91,127			
J07391	Research Analyst 2	OR06	84,666							99,481							114,298			
J10330	Security Guard - Health	ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702	78,236	79,801	81,397

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