

STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2024

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step*
ST05	41,600.00	42,860.56	44,121.13	45,381.70	46,642.29	47,902.86	49,163.44	50,424.01	51,684.58	52,945.15	1,260.57
ST06	42,210.83	43,572.44	44,934.07	46,295.67	47,657.24	49,018.86	50,380.48	51,742.07	53,103.67	54,465.25	1,361.59
ST07	43,910.21	45,373.85	46,837.50	48,301.13	49,764.77	51,228.38	52,692.04	54,155.68	55,619.30	57,082.94	1,463.63
ST08	47,884.64	49,480.77	51,076.87	52,673.00	54,269.11	55,865.21	57,461.33	59,057.43	60,653.55	62,249.65	1,596.13
ST09	52,218.80	53,959.38	55,699.97	57,440.54	59,181.14	60,921.71	62,662.29	64,402.86	66,143.44	67,884.04	1,740.58
ST10	57,679.62	59,601.94	61,524.28	63,446.61	65,368.93	67,291.25	69,213.59	71,135.90	73,058.24	74,980.58	1,922.33
ST11	63,516.49	65,633.15	67,749.82	69,866.46	71,983.13	74,099.78	76,216.44	78,333.11	80,449.75	82,566.43	2,116.66
ST12	69,785.39	72,111.76	74,438.12	76,764.47	79,090.86	81,417.23	83,743.59	86,069.95	88,396.31	90,722.70	2,326.38

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

* Note: steps may vary slightly due to rounding

OPEN RANGE PAY TABLE

EFFECTIVE 7/1/2024

Grade	Minimum	Midpoint	Maximum
OR01	50,403.49	57,963.82	65,524.13
OR02	54,445.25	62,611.82	70,778.41
OR03	57,679.62	66,330.11	74,980.58
OR04	63,516.49	73,041.46	82,566.43
OR05	69,785.39	80,254.73	90,724.09
OR06	76,712.05	90,136.66	103,561.28
OR07	83,638.73	100,539.14	117,439.56
OR08	90,593.28	110,976.77	131,360.27
OR09	97,547.85	121,934.81	146,321.76
OR10	106,409.71	135,672.37	164,935.06
OR11	115,271.59	149,853.08	184,434.56
OR12	125,429.23	166,193.72	206,958.22
OR13	135,586.87	183,042.24	230,497.65
OR14	147,789.69	206,905.57	266,021.44

Open Range

CORRECTIONAL OFFICER PAY TABLE

EFFECTIVE 7/1/2024

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step*	
CO00	47,884.64											
CO01	52,218.80											
CO02	57,679.62	59,601.94	61,524.28	63,446.61	65,368.93	67,291.25	69,213.59	71,135.90	73,058.24	74,980.58	1,922.33	
CO03	63,516.49	65,633.15	67,749.82	69,866.46	71,983.13	74,099.78	76,216.44	78,333.11	80,449.75	82,566.43	2,116.66	
CO04	69,785.39	72,111.76	74,438.12	76,764.47	79,090.86	81,417.23	83,743.59	86,069.95	88,396.31	90,722.70	2,326.38	
				Move to next step after:								
	1 Year	1 Year	1 Year	1 Year	1 Year	1 Year	1 Year	1 Year	1 Year	1 Year		

* Note: 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.

EMERGENCY TELECOMMUNICATIONS PAY TABLE

EFFECTIVE 7/1/2024

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step*
ET01	47,884.64										
ET02	49,306.95	50,950.49	52,594.01	54,237.54	55,881.07	57,524.57	59,168.09	60,811.60	62,455.14	64,098.66	1,643.52
ET03	52,218.80	53,959.38	55,699.97	57,440.54	59,181.14	60,921.71	62,662.29	64,402.86	66,143.44	67,884.04	1,740.58
ET04	57,679.62	59,601.94	61,524.28	63,446.61	65,368.93	67,291.25	69,213.59	71,135.90	73,058.24	74,980.58	1,922.33
ET05	63,516.49	65,633.15	67,749.82	69,866.46	71,983.13	74,099.78	76,216.44	78,333.11	80,449.75	82,566.43	2,116.66
ET06	76,712.05	79,266.56	81,821.08	84,375.59	86,930.11	89,484.62	92,039.13	94,593.65	97,148.16	99,702.68	2,554.51

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

Grade	Minimum	Midpoint	Maximum
ET07	90,593.28	110,976.77	131,360.27
ET08	115,271.59	149,853.08	184,434.56
	Open Range		

* Note: steps may vary slightly due to rounding

PARK POLICE PAY TABLE

EFFECTIVE 7/1/2024

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step*
PK00	60,000.00										
PK01	64,250.85										
PK02	68,501.70	70,556.76	72,673.46	74,853.66	77,099.27	79,412.25	81,794.61	84,248.45	86,775.90	89,379.17	3%
PK03	75,435.23	77,698.29	80,029.23	82,430.11	84,903.02	87,450.11	90,073.62	92,775.83	95,559.10	98,425.87	3%
PK04	87,306.08	89,925.26	92,623.02	95,401.71	98,263.77	101,211.69	104,248.04	107,375.47	110,596.74	113,914.64	3%
Move to next step after:											
	1 Year	1 Year	1 Year	1 Year	1 Year	1 Year	1 Year	1 Year	1 Year	1 Year	

** Note: 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.*

TRADES AND LABOR PAY TABLE

EFFECTIVE 7/1/2024

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step*
TG07	41,703.60	42,954.70	44,243.34	45,570.65	46,937.77	48,345.90	49,796.27	51,290.16	52,828.86	54,413.74	3%
TG08	43,928.19	45,246.04	46,603.41	48,001.52	49,441.56	50,924.80	52,452.55	54,026.13	55,646.91	57,316.31	3%
TG09	46,301.10	47,690.14	49,120.84	50,594.46	52,112.30	53,675.67	55,285.94	56,944.51	58,652.85	60,412.43	3%
TG10	48,347.70	49,798.12	51,292.06	52,830.83	54,415.76	56,048.23	57,729.68	59,461.57	61,245.42	63,082.77	3%
TG11	50,631.61	52,150.57	53,715.08	55,326.54	56,986.32	58,695.92	60,456.79	62,270.50	64,138.62	66,062.78	3%
TG12	52,796.88	54,380.79	56,012.21	57,692.58	59,423.35	61,206.05	63,042.23	64,933.50	66,881.49	68,887.94	3%
TG13	54,873.16	56,519.36	58,214.94	59,961.40	61,760.23	63,613.04	65,521.43	67,487.07	69,511.69	71,597.04	3%
TG14	57,097.75	58,810.68	60,575.01	62,392.25	64,264.02	66,191.93	68,177.70	70,223.03	72,329.73	74,499.62	3%
TG15	59,381.66	61,163.11	62,998.00	64,887.94	66,834.58	68,839.61	70,904.81	73,031.95	75,222.91	77,479.60	3%
TG16	61,635.93	63,485.00	65,389.55	67,351.25	69,371.79	71,452.94	73,596.53	75,804.42	78,078.56	80,420.91	3%
TG17	64,101.36	66,024.40	68,005.14	70,045.29	72,146.65	74,311.05	76,540.39	78,836.59	81,201.69	83,637.75	3%
TL07	45,826.50	47,201.30	48,617.33	50,075.86	51,578.14	53,125.47	54,719.25	56,360.82	58,051.65	59,793.20	3%
TL08	48,347.70	49,798.12	51,292.06	52,830.83	54,415.76	56,048.23	57,729.68	59,461.57	61,245.42	63,082.77	3%
TL09	50,868.89	52,394.96	53,966.81	55,585.81	57,253.38	58,970.98	60,740.10	62,562.31	64,439.19	66,372.37	3%
TL10	53,182.46	54,777.94	56,421.28	58,113.91	59,857.33	61,653.05	63,502.64	65,407.72	67,369.95	69,391.05	3%
TL11	55,792.66	57,466.44	59,190.43	60,966.15	62,795.13	64,678.98	66,619.36	68,617.93	70,676.47	72,796.77	3%
TL12	58,106.20	59,849.39	61,644.88	63,494.23	65,399.05	67,361.03	69,381.87	71,463.31	73,607.21	75,815.44	3%
TL13	60,568.10	62,385.14	64,256.70	66,184.40	68,169.93	70,215.02	72,321.48	74,491.12	76,725.86	79,027.63	3%
TL14	62,941.00	64,829.23	66,774.10	68,777.33	70,840.65	72,965.86	75,154.84	77,409.49	79,731.77	82,123.73	3%
TL15	65,343.57	67,303.86	69,322.98	71,402.66	73,544.73	75,751.08	78,023.61	80,364.32	82,775.25	85,258.51	3%
TL16	67,686.80	69,717.39	71,808.91	73,963.18	76,182.08	78,467.54	80,821.57	83,246.22	85,743.60	88,315.90	3%
TL17	70,394.26	72,506.09	74,681.27	76,921.72	79,229.37	81,606.25	84,054.44	86,576.06	89,173.35	91,848.55	3%
	Move to next step after				Move to next step after						
	1 Year	1 Year	1 Year	1 Year	2 Years	2 Years	2 Years	2 Years	2 Years	2 Years	

* Note: steps may vary slightly due to rounding

TRADES AND LABOR PAY TABLE

EFFECTIVE 7/1/2024

* continued

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step*
TS02	45,648.55	47,018.01	48,428.55	49,881.41	51,377.86	52,919.19	54,506.77	56,141.97	57,826.24	59,561.02	3%
TS03	48,110.40	49,553.71	51,040.33	52,571.54	54,148.68	55,773.15	57,446.35	59,169.74	60,944.84	62,773.18	3%
TS04	50,216.35	51,722.84	53,274.52	54,872.76	56,518.95	58,214.52	59,960.96	61,759.79	63,612.58	65,520.95	3%
TS05	52,381.62	53,953.06	55,571.65	57,238.81	58,955.97	60,724.65	62,546.39	64,422.78	66,355.46	68,346.12	3%
TS06	54,665.52	56,305.49	57,994.65	59,734.49	61,526.52	63,372.32	65,273.48	67,231.69	69,248.63	71,326.09	3%
TS07	56,979.09	58,688.46	60,449.12	62,262.60	64,130.47	66,054.39	68,036.04	70,077.11	72,179.43	74,344.81	3%
TS08	58,996.06	60,765.95	62,588.92	64,466.58	66,400.58	68,392.60	70,444.38	72,557.70	74,734.44	76,976.48	3%
TS09	61,398.61	63,240.57	65,137.79	67,091.92	69,104.68	71,177.83	73,313.16	75,512.55	77,777.94	80,111.28	3%
TS10	63,504.56	65,409.69	67,371.99	69,393.15	71,474.94	73,619.19	75,827.75	78,102.59	80,445.66	82,859.04	3%
TS11	65,936.78	67,914.88	69,952.33	72,050.89	74,212.42	76,438.80	78,731.96	81,093.93	83,526.75	86,032.54	3%
TS12	68,131.70	70,175.65	72,280.92	74,449.35	76,682.83	78,983.31	81,352.81	83,793.39	86,307.20	88,896.41	3%
TS13	71,305.42	73,444.59	75,647.93	77,917.37	80,254.89	82,662.54	85,142.42	87,696.69	90,327.59	93,037.41	3%
TS14	74,953.77	77,202.38	79,518.46	81,904.01	84,361.13	86,891.97	89,498.73	92,183.69	94,949.21	97,797.69	3%
TS15	79,551.24	81,937.77	84,395.90	86,927.78	89,535.60	92,221.67	94,988.32	97,837.96	100,773.10	103,796.29	3%
TS16	84,712.29	87,253.66	89,871.28	92,567.41	95,344.43	98,204.76	101,150.91	104,185.43	107,310.99	110,530.32	3%
TS17	88,100.78	90,743.81	93,466.12	96,270.10	99,158.21	102,132.94	105,196.93	108,352.85	111,603.43	114,951.54	3%
	Move to next step after				Move to next step after						
	1 Year	1 Year	1 Year	1 Year	2 Years	2 Years	2 Years	2 Years	2 Years		

* Note: steps may vary slightly due to rounding

SPECIAL PAY TABLE **EFFECTIVE 7/1/2024**

Metro Mayor			Directors Pay		<u>Minimum</u>	<u>Maximum</u>
ANNUAL	MM	209,898.00	ANNUAL	DP01	116,764.56	222,364.13
				DP02	158,148.10	316,296.20
Vice Mayor			Judicial Services		<u>Minimum</u>	<u>Maximum</u>
ANNUAL	VM	27,977.00	ANNUAL	JS01	57,679.62	74,980.58
				JS02	60,152.77	78,198.62
				JS03	72,183.33	93,838.33
Council Member			Extension Service*		<u>Minimum</u>	<u>Maximum</u>
ANNUAL	CM	25,615.00	ANNUAL	AG01	28,471.63	37,012.89
				AG02	31,048.68	40,363.02
				AG03	41,607.82	53,687.18
				AG04	43,910.21	57,082.94
				AG05	47,884.64	62,249.65
Public Defender			Library Page		<u>Minimum</u>	<u>Maximum</u>
ANNUAL	PD	202,130.00	HOURLY	LP01	13.69	17.79
			School Patrol		<u>Minimum</u>	<u>Maximum</u>
			HOURLY	SP01	19.75	25.67
				SS01	22.71	29.52

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

PARKS PART TIME - SEASONAL PAY TABLE

EFFECTIVE 7/1/2024

		Hourly	
		MIN	MAX
09100	Part Time Worker 1	15.00	17.75
09101	Part Time Worker 2	16.00	18.75
09103	Seasonal Worker 1	12.00	14.75
09104	Seasonal Worker 2	13.00	15.75
10895	Seasonal Worker 7	15.00	17.75
11195	Seasonal Worker 8	16.00	18.75
11196	Seasonal Worker 9	16.50	19.25
	Sports Officials, Sports Scorers, Guest Instructors	\$30 - \$60 per game/class	

Rates for Parks Part-Time and Seasonal employees are approved by the Board of Parks and Recreation

Explanation of Pay Types

Trades & Labor (TLS)	A position is classified under the TLS if its primary duty involves the performance of physical work which requires knowledge or experience of a trade, craft, or of a manual-labor nature.	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.
	The TLS table has three separate sub-schedules: TG, which covers positions with worker responsibility, TL, which covers positions with lead responsibility, and TS, which covers positions with supervisory responsibility.		
Standard Range (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, judicial employees, and other schedules for non-Civil Service classifications.
			These include:
Police and Fire (PS and FD)	The PS schedule covers sworn members of the Police Department and the FD schedule covers Emergency Medical Service, Fire Suppression, and other designated employees of the Fire Department.	Mayor (MM) Vice Mayor (VM) Council Member (CM) Public Defender (PD) Board of Educ. Member (BE)	Department Directors (DP) Judicial Assistants (JS) School Crossing Guards (SP/SS) Extension Service (AG) Library Page (LP)
Correctional Officers (CO)	The CO schedule covers Correctional Officers and other Civil-Service employees in the Sheriff's Office		
Emergency Telecommunications (ET)	The ET schedule covers certain employees in the Department of Emergency Communications		
Park Police (PK)	The PK schedule covers Park Police officers in the Parks & Recreation 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	When an employee on these schedules is promoted to a higher pay grade, the new salary is generally calculated by first determining the employee’s “promotional step”, moving forward two steps in the current range. The new pay rate is established by slotting the employee into the step in the new range that is closest to, but not less than, the employee’s promotional step.
Open Range	Employees eligible for the Open Range pay plan may receive promotions in accordance with Civil Service Policy.
Reclassifications	Employees on any pay schedule who are reclassified are slotted into the new pay grade at the step or rate which is closest to, but not less than, their current pay.
Living Wage	New full-time employees will be hired at a step in the pay grade that is closest to the living wage rate if the base rate for the classification is below the Living Wage rate. The Human Resources Director will periodically conduct a review of the Living Wage rate and recommend adjustments to the Civil Service Commission.
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.
Police Entertainment District 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.
Shift Differential	In accordance with Civil Service Rules, some employees may be eligible for an additional 70 cents or 80 cents per hour for working evening or night shifts, respectively.
Bonus Plans	Bonuses are a way to grant employees a pay increase without permanently increasing base pay. Bonus plans and payments must be approved in advance by the Civil Service Commission, if applicable, and by the Directors of Finance and Human Resources.