

STANDARD RANGE PAY TABLE - HEALTH

EFFECTIVE 7/1/2023

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step*
ST05	38,502.00	39,668.68	40,835.37	42,002.06	43,168.78	44,335.47	45,502.17	46,668.86	47,835.55	49,002.24	1,166.69
ST06	39,442.28	40,714.59	41,986.91	43,259.21	44,531.48	45,803.78	47,076.10	48,348.38	49,620.68	50,892.96	1,272.28
ST07	41,624.85	43,012.31	44,399.77	45,787.24	47,174.69	48,562.13	49,949.61	51,337.08	52,724.52	54,111.98	1,387.45
ST08	45,392.42	46,905.48	48,418.50	49,931.56	51,444.60	52,957.63	54,470.68	55,983.71	57,496.75	59,009.79	1,513.05
ST09	49,501.00	51,151.00	52,801.00	54,450.98	56,100.98	57,750.96	59,400.95	61,050.93	62,700.92	64,350.93	1,649.99
ST10	54,677.60	56,499.88	58,322.17	60,144.45	61,966.73	63,788.99	65,611.27	67,433.54	69,255.83	71,078.11	1,822.28
ST11	60,210.70	62,217.19	64,223.69	66,230.17	68,236.68	70,243.16	72,249.65	74,256.16	76,262.64	78,269.15	2,006.49

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

* Note: steps may vary slightly due to rounding

OPEN RANGE PAY TABLE - HEALTH

EFFECTIVE 7/1/2023

Grade	Minimum	Midpoint	Maximum
OR01	47,826.09	55,000.00	62,173.92
OR02	51,652.17	59,400.00	67,147.82
OR03	54,677.60	62,877.87	71,078.11
OR04	60,210.70	69,239.92	78,269.15
OR05	66,153.32	76,077.77	86,002.24
OR06	72,719.47	85,445.38	98,171.30
OR07	79,285.65	95,306.45	111,327.26
OR08	85,878.24	105,200.84	124,523.45
OR09	92,470.84	115,588.55	138,706.26
OR10	100,871.47	128,611.13	156,350.80
OR11	109,272.13	142,053.78	174,835.42
OR12	118,901.10	157,543.95	196,186.81
OR13	128,530.07	173,515.58	218,501.10
OR14	140,097.79	196,136.90	252,176.01

Open Range

HD PAY TABLE - HEALTH

EFFECTIVE 7/1/2023

GRADE	Minimum	Midpoint	Maximum
HD01	140,097.78	185,629.55	231,161.32
HD02	147,102.65	194,911.02	242,719.39
HD03	152,706.56	202,336.20	251,965.84
HD04	160,341.91	212,453.02	264,564.12

Open Range

Explanation of Pay Types

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.

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.

Health (HD)

HD pay grades are specifically designed for positions that require advanced medical or dental degrees including medical doctor (MD), doctor of osteopathic medicine (DO), and dentist (DDS or DMD)

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.
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.