

## FIRE 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* |
|-------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------|
| FD01  | 56,822.42  |            |            |            |            |            |            |            |            |            |       |
| FD02  | 59,565.37  |            |            |            |            |            |            |            |            |            |       |
| FD03  | 62,279.09  | 64,147.46  | 66,071.88  | 68,054.04  | 70,095.66  | 72,198.54  | 74,364.49  | 76,595.42  | 78,893.29  | 81,260.09  | 3%    |
| FD04  | 68,790.72  | 70,854.43  | 72,980.06  | 75,169.46  | 77,424.55  | 79,747.29  | 82,139.71  | 84,603.90  | 87,142.02  | 89,756.29  | 3%    |
| FD05  | 75,753.49  | 78,026.09  | 80,366.88  | 82,777.88  | 85,261.22  | 87,819.06  | 90,453.63  | 93,167.23  | 95,962.25  | 98,841.11  | 3%    |
| FD06  | 80,249.50  | 82,656.98  | 85,136.69  | 87,690.79  | 90,321.51  | 93,031.15  | 95,822.09  | 98,696.75  | 101,657.66 | 104,707.39 | 3%    |
| FD07  | 85,408.37  | 87,970.61  | 90,609.73  | 93,328.02  | 96,127.86  | 99,011.69  | 101,982.04 | 105,041.50 | 108,192.74 | 111,438.52 | 3%    |
| FD08  | 93,949.21  | 96,767.69  | 99,670.72  | 102,660.84 | 105,740.67 | 108,912.89 | 112,180.29 | 115,545.69 | 119,012.06 | 122,582.43 | 3%    |
| FD09  | 103,344.13 | 106,444.45 | 109,637.79 | 112,926.92 | 116,314.73 | 119,804.17 | 123,398.29 | 127,100.24 | 130,913.24 | 134,840.64 | 3%    |
| FD10  | 115,745.43 | 119,217.79 | 122,794.33 | 126,478.16 | 130,272.50 | 134,180.67 | 138,206.09 | 142,352.26 | 146,622.83 | 151,021.52 | 3%    |

Move to next step after:

1 Year

1 Year

1 Year

1 Year

1 Year

1 Year

1 Year

1 Year

1 Year

| Grade | Minimum    | Midpoint   | Maximum    |
|-------|------------|------------|------------|
| FD11  | 125,785.32 | 157,231.65 | 188,677.98 |
| FD12  | 138,363.86 | 183,332.12 | 228,300.36 |
| FD13  | 152,836.19 | 206,309.11 | 259,782.05 |

Open Range

\* Note: steps may vary slightly due to rounding

\*\* Rate at FD01 is for Provisional employees while in training academies. Rate at FD02 is for Fire Fighter 1 employees during 6-month probationary period.

## 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* |
|-------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------|
| PS01  | 60,000.00  |            |            |            |            |            |            |            |            |            |       |
| PS02  | 64,250.85  |            |            |            |            |            |            |            |            |            |       |
| PS03  | 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%    |
| PS04  | 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%    |
| PS05  | 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%    |
| PS06  | 104,767.32 | 107,910.33 | 111,147.65 | 114,482.07 | 117,916.54 | 121,454.03 | 125,097.66 | 128,850.59 | 132,716.10 | 136,697.58 | 3%    |
| PS07  | 120,482.41 | 124,096.88 | 127,819.79 | 131,654.38 | 135,604.01 | 139,672.13 | 143,862.30 | 148,178.17 | 152,623.51 | 157,202.22 | 3%    |

Move to next step after:

1 Year

1 Year

1 Year

1 Year

1 Year

1 Year

1 Year

1 Year

1 Year

| Grade | Minimum    | Midpoint   | Maximum    |
|-------|------------|------------|------------|
| PS08  | 125,785.32 | 157,231.65 | 188,677.98 |
| PS09  | 138,363.86 | 183,332.12 | 228,300.36 |
| PS10  | 152,836.19 | 206,309.11 | 259,782.05 |

Open Range

\* Note: 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 during 6-month probationary period.

## 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                  |           |           |           | 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

## 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   | 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                  |           |           |           |           | 2 Years                 |            |            |            |            |            |       |

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

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

|                                  |    |            |                           |      |                |                |
|----------------------------------|----|------------|---------------------------|------|----------------|----------------|
| <b>Metro Mayor</b>               |    |            | <b>Directors Pay</b>      |      | <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     |
| <b>Vice Mayor</b>                |    |            | <b>Judicial Services</b>  |      | <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      |
| <b>Council Member</b>            |    |            | <b>Extension Service*</b> |      | <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      |
| <b>Public Defender</b>           |    |            | <b>Library Page</b>       |      | <u>Minimum</u> | <u>Maximum</u> |
| ANNUAL                           | PD | 202,130.00 | HOURLY                    | LP01 | 13.69          | 17.79          |
| <b>Board of Education Member</b> |    |            | <b>School Patrol</b>      |      | <u>Minimum</u> | <u>Maximum</u> |
| ANNUAL                           | BE | 14,000.00  | 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.

### Explanation of Pay Types

|                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                            |                                                                                                                                                                                                                                                                                      |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Trades & Labor (TLS)              | <p>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.</p> <p>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.</p> | 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 (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                                                                                          | <p>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.</p> <p>These include:</p>                                                        |
| 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)<br>Vice Mayor (VM)<br>Council Member (CM)<br>Public Defender (PD)<br>Board of Educ. Member (BE) | Department Directors (DP)<br>Judicial Assistants (JS)<br>School Crossing Guards (SP/SS)<br>Extension Service (AG)<br>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.                                                                                                                               |