STANDARD RANGE PAY TABLE **EFFECTIVE 7/1/2022**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step*
ST02	25,827.54	26,688.44	27,549.33	28,410.24	29,271.14	30,132.01	30,992.90	31,853.81	32,714.69	33,575.60	860.89
ST03	28,165.27	29,104.08	30,042.89	30,981.72	31,920.53	32,859.34	33,798.16	34,736.98	35,675.80	36,614.61	938.80
ST04	30,714.58	31,738.37	32,762.15	33,785.96	34,809.75	35,833.52	36,857.31	37,881.12	38,904.90	39,928.70	1,023.79
ST05	33,494.62	34,611.08	35,727.55	36,844.02	37,960.47	39,076.91	40,193.36	41,309.83	42,426.28	43,542.75	1,116.45
ST06	36,526.32	37,743.82	38,961.33	40,178.86	41,396.36	42,613.85	43,831.37	45,048.90	46,266.40	47,483.90	1,217.50
ST07	39,832.40	41,160.11	42,487.82	43,815.53	45,143.25	46,470.94	47,798.67	49,126.39	50,454.09	51,781.80	1,327.71
ST08	43,437.72	44,885.63	46,333.50	47,781.40	49,229.27	50,677.15	52,125.05	53,572.93	55,020.83	56,468.69	1,447.90
ST09	47,369.39	48,948.33	50,527.28	52,106.19	53,685.14	55,264.07	56,843.01	58,421.95	60,000.89	61,579.84	1,578.94
ST10	52,323.07	54,066.88	55,810.68	57,554.48	59,298.30	61,042.10	62,785.91	64,529.70	66,273.52	68,017.33	1,743.81
ST11	57,617.89	59,537.98	61,458.08	63,378.16	65,298.25	67,218.33	69,138.42	71,058.53	72,978.61	74,898.71	1,920.09
	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 7/1/2022

Grade	Minimum	Midpoint	Maximum
OR01	43,437.72	49,953.22	56,468.69
OR02	47,369.39	54,474.61	61,579.85
OR03	52,323.07	60,170.21	68,017.33
OR04	57,617.89	66,258.30	74,898.71
OR05	63,304.61	72,801.70	82,298.79
OR06	69,588.01	81,765.91	93,943.82
OR07	75,871.43	91,202.34	106,533.26
OR08	82,180.13	100,670.66	119,161.20
OR09	88,488.85	110,611.05	132,733.26
OR10	96,527.72	123,072.85	149,617.99
OR11	104,566.63	135,936.63	167,306.62
OR12	113,780.96	150,759.76	187,738.57
OR13	122,995.29	166,043.61	209,091.96
OR14	134,064.86	187,690.81	241,316.76

Open Range

CORRECTIONAL OFFICER PAY TABLE **EFFECTIVE 7/1/2022**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step*
CO00	43,437.72										
CO01	47,369.39										
CO02	52,323.07	54,066.88	55,810.68	57,554.48	59,298.30	61,042.10	62,785.91	64,529.70	66,273.52	68,017.33	1,743.81
CO03	57,617.89	59,537.98	61,458.08	63,378.16	65,298.25	67,218.33	69,138.42	71,058.53	72,978.61	74,898.71	1,920.09
CO04	63,304.61	65,414.94	67,525.26	69,635.57	71,745.91	73,856.23	75,966.54	78,076.88	80,187.18	82,297.52	2,110.34
				Move to next step after:							
	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 7/1/2022

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step*
ET01	43,437.72										
ET02	44,727.96	46,218.87	47,709.75	49,200.64	50,691.53	52,182.42	53,673.32	55,164.20	56,655.10	58,145.99	1,490.89
ET03	47,369.39	48,948.33	50,527.28	52,106.19	53,685.14	55,264.07	56,843.01	58,421.95	60,000.89	61,579.84	1,578.94
ET04	52,323.07	54,066.88	55,810.68	57,554.48	59,298.30	61,042.10	62,785.91	64,529.70	66,273.52	68,017.33	1,743.81
ET05	57,617.89	59,537.98	61,458.08	63,378.16	65,298.25	67,218.33	69,138.42	71,058.53	72,978.61	74,898.71	1,920.09
ET06	63,304.61	65,414.94	67,525.26	69,635.57	71,745.91	73,856.23	75,966.54	78,076.88	80,187.18	82,297.52	2,110.34
	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	75,871.43	91,202.34	106,533.26
ET08	88,488.85	110,611.05	132,733.26
		Open Range	

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

PARK POLICE PAY TABLE **EFFECTIVE 7/1/2022**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step*
PK01	44,829.13	46,274.91	47,720.69	49,166.48	50,612.23	52,058.02	53,503.78	54,949.55	56,395.35	57,841.12	1,445.77
PK02	49,814.52	51,474.84	53,135.16	54,795.48	56,455.80	58,116.11	59,776.43	61,436.75	63,097.07	64,757.39	1,660.32
PK03	64,946.95	67,111.81	69,276.68	71,441.54	73,606.40	75,771.24	77,936.09	80,100.95	82,265.82	84,430.66	2,164.87
PK04	75,167.31	77,672.64	80,177.97	82,683.30	85,188.63	87,693.94	90,199.27	92,704.60	95,209.93	97,715.26	2,505.33
				Move to next step after:							
	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*

*** Park Police Trainee employees are paid at Step 1 of grade PK01 while attending the Police Training Academy. After successful completion of the academy, employees are reclassified to Park Police 1 (PK01) at Step 2.*

TRADES AND LABOR PAY TABLE **EFFECTIVE 7/1/2022**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step*
TG07	37,830.70	38,965.62	40,134.59	41,338.63	42,578.79	43,856.15	45,171.83	46,526.98	47,922.79	49,360.47	3%
TG08	39,848.70	41,044.16	42,275.48	43,543.74	44,850.05	46,195.55	47,581.42	49,008.86	50,479.13	51,993.50	3%
TG09	42,001.24	43,261.28	44,559.12	45,895.89	47,272.77	48,690.95	50,151.68	51,656.23	53,205.92	54,802.10	3%
TG10	43,857.78	45,173.51	46,528.72	47,924.58	49,362.32	50,843.19	52,368.49	53,939.54	55,557.73	57,224.46	3%
TG11	45,929.59	47,307.48	48,726.70	50,188.50	51,694.16	53,244.98	54,842.33	56,487.60	58,182.23	59,927.70	3%
TG12	47,893.78	49,330.59	50,810.51	52,334.83	53,904.87	55,522.02	57,187.68	58,903.31	60,670.41	62,490.52	3%
TG13	49,777.25	51,270.57	52,808.69	54,392.95	56,024.74	57,705.48	59,436.64	61,219.74	63,056.33	64,948.02	3%
TG14	51,795.23	53,349.09	54,949.56	56,598.05	58,295.99	60,044.87	61,846.22	63,701.61	65,612.66	67,581.04	3%
TG15	53,867.04	55,483.05	57,147.54	58,861.97	60,627.83	62,446.66	64,320.06	66,249.66	68,237.15	70,284.26	3%
TG16	55,911.96	57,589.32	59,317.00	61,096.51	62,929.41	64,817.29	66,761.81	68,764.66	70,827.60	72,952.43	3%
TG17	58,148.44	59,892.89	61,689.68	63,540.37	65,446.58	67,409.98	69,432.28	71,515.25	73,660.71	75,870.53	3%
TL07	41,570.72	42,817.85	44,102.39	45,425.46	46,788.22	48,191.87	49,637.63	51,126.76	52,660.56	54,240.38	3%
TL08	43,857.78	45,173.51	46,528.72	47,924.58	49,362.32	50,843.19	52,368.49	53,939.54	55,557.73	57,224.46	3%
TL09	46,144.84	47,529.19	48,955.07	50,423.72	51,936.43	53,494.52	55,099.36	56,752.34	58,454.91	60,208.56	3%
TL10	48,243.55	49,690.86	51,181.59	52,717.04	54,298.55	55,927.51	57,605.34	59,333.50	61,113.51	62,946.92	3%
TL11	50,611.35	52,129.69	53,693.58	55,304.39	56,963.52	58,672.43	60,432.60	62,245.58	64,112.95	66,036.34	3%
TL12	52,710.04	54,291.34	55,920.08	57,597.68	59,325.61	61,105.38	62,938.54	64,826.70	66,771.50	68,774.65	3%
TL13	54,943.30	56,591.60	58,289.35	60,038.03	61,839.17	63,694.35	65,605.18	67,573.34	69,600.54	71,688.56	3%
TL14	57,095.84	58,808.72	60,572.98	62,390.17	64,261.88	66,189.74	68,175.43	70,220.69	72,327.31	74,497.13	3%
TL15	59,275.28	61,053.54	62,885.15	64,771.70	66,714.85	68,716.30	70,777.79	72,901.12	75,088.15	77,340.79	3%
TL16	61,400.90	63,242.93	65,140.22	67,094.43	69,107.26	71,180.48	73,315.89	75,515.37	77,780.83	80,114.25	3%
TL17	63,856.94	65,772.65	67,745.83	69,778.20	71,871.55	74,027.70	76,248.53	78,535.99	80,892.07	83,318.83	3%
		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*

** continued*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step*
TS02	41,409.30	42,651.57	43,931.12	45,249.05	46,606.52	48,004.72	49,444.86	50,928.21	52,456.06	54,029.74	3%
TS03	43,642.52	44,951.79	46,300.34	47,689.35	49,120.03	50,593.63	52,111.44	53,674.78	55,285.02	56,943.57	3%
TS04	45,552.89	46,919.48	48,327.06	49,776.87	51,270.18	52,808.29	54,392.54	56,024.32	57,705.05	59,436.20	3%
TS05	47,517.08	48,942.59	50,410.87	51,923.20	53,480.90	55,085.33	56,737.89	58,440.03	60,193.23	61,999.03	3%
TS06	49,588.88	51,076.55	52,608.85	54,187.12	55,812.73	57,487.11	59,211.72	60,988.07	62,817.71	64,702.24	3%
TS07	51,687.59	53,238.22	54,835.37	56,480.43	58,174.84	59,920.09	61,717.69	63,569.22	65,476.30	67,440.59	3%
TS08	53,517.26	55,122.77	56,776.45	58,479.74	60,234.13	62,041.15	63,902.38	65,819.45	67,794.03	69,827.85	3%
TS09	55,696.69	57,367.59	59,088.62	60,861.28	62,687.12	64,567.73	66,504.76	68,499.90	70,554.90	72,671.55	3%
TS10	57,607.07	59,335.28	61,115.34	62,948.80	64,837.26	66,782.38	68,785.85	70,849.43	72,974.91	75,164.16	3%
TS11	59,813.41	61,607.81	63,456.04	65,359.72	67,320.51	69,340.13	71,420.33	73,562.94	75,769.83	78,042.92	3%
TS12	61,804.50	63,658.63	65,568.39	67,535.44	69,561.50	71,648.35	73,797.80	76,011.73	78,292.08	80,640.84	3%
TS13	64,683.49	66,623.99	68,622.71	70,681.39	72,801.83	74,985.88	77,235.46	79,552.52	81,939.10	84,397.27	3%
TS14	67,993.02	70,032.81	72,133.79	74,297.80	76,526.73	78,822.53	81,187.21	83,622.83	86,131.51	88,715.46	3%
TS15	72,163.53	74,328.44	76,558.29	78,855.04	81,220.69	83,657.31	86,167.03	88,752.04	91,414.60	94,157.04	3%
TS16	76,845.29	79,150.65	81,525.17	83,970.93	86,490.06	89,084.76	91,757.30	94,510.02	97,345.32	100,265.68	3%
TS17	79,919.10	82,316.67	84,786.17	87,329.76	89,949.65	92,648.14	95,427.58	98,290.41	101,239.12	104,276.29	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 – GENERAL PAY PLAN

EFFECTIVE 7/1/2022

Council Member

ANNUAL	CM	23,100.00
* Effective with term beginning September 2023		25,492.00

Metro Mayor

ANNUAL	MM	180,000.00
* Effective with term beginning September 2023		208,893.00

Vice Mayor

ANNUAL	VM	25,230.00
* Effective with term beginning September 2023		27,843.00

Public Defender

ANNUAL	PD	166,526.00
* Effective with term beginning September 2022		202,130.00

Board of Education Member

ANNUAL	BE	14,000.00

Judicial Services

		Minimum	Maximum
ANNUAL	JS01	45,472.13	59,108.07
	JS02	54,566.55	70,936.53
	JS03	65,479.87	85,123.82

School Patrol

		Minimum	Maximum
HOURLY	SP01	18.00	23.40
	SS01	20.70	26.91

Directors Pay

		Minimum	Maximum
ANNUAL	DP01	105,920.95	201,713.78
	DP02	143,461.32	286,922.64

PART TIME - SEASONAL PAY TABLE **EFFECTIVE 7/1/2022**

		Open Range	
		MIN	MAX
09100	Part-Time Worker 1	7.62	12.49
09101	Part-Time Worker 2	8.38	13.94
09102	Part-Time Worker 3	9.47	15.06
10893	Part-Time Worker 4	10.90	18.00
09103	Seasonal Worker 1	7.62	11.15
09104	Seasonal Worker 2	8.00	11.71
09105	Seasonal Worker 3	8.67	13.94
09106	Seasonal Worker 4	9.22	14.49
09107	Seasonal Worker 5	9.47	15.06
10894	Seasonal Worker 6	10.00	16.50
10895	Seasonal Worker 7	10.90	18.00
11195	Seasonal Worker 8	12.00	18.15
11196	Seasonal Worker 9	12.26	18.35
09108	Sports Official (per game)	8.00	66.63
09109	Chief Umpire (per game)	15.00	37.90
09110	Sports Scorer (per game)	8.00	15.00

Explanation of Pay Types

Trades & Labor Schedule (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.

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 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.

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.

Special Pay Types:

Included in the pay plan are special pay types specifically designed for Correctional Officers (CO), Public Defender (PD), Mayor (MM), Vice Mayor (VM), Council Members (CM), Judicial Assistants (JS), Departmental Directors (DP), School Crossing Guards (SP) and School Crossing Guard Supervisors (SS), Board of Education Member (BE), Emergency Telecommunications (ET), and Park Police (PK)

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.

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.

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, TLS	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.