STANDARD RANGE PAY TABLE - HEALTH

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 - HEALTH

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

HD PAY TABLE - HEALTH

EFFECTIVE 7/1/2022

GRADE	Minimum	Midpoint	Maximum
HD01	134,064.86	177,635.93	221,207.00
HD02	140,768.09	186,517.73	232,267.36
HD03	146,130.68	193,623.16	241,115.64
HD04	153,437.23	203,304.33	253,171.41

Open Range

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.