

**FIRE PAY TABLE****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*
FD01	54,000.00										
FD02	56,550.00										
FD03	59,100.00	60,873.00	62,699.19	64,580.17	66,517.58	68,513.11	70,568.50	72,685.56	74,866.13	77,112.11	3%
FD04	65,279.24	67,237.62	69,254.75	71,332.39	73,472.36	75,676.53	77,946.83	80,285.23	82,693.79	85,174.60	3%
FD05	71,886.60	74,043.20	76,264.50	78,552.44	80,909.01	83,336.28	85,836.37	88,411.46	91,063.80	93,795.71	3%
FD06	76,153.10	78,437.69	80,790.82	83,214.54	85,710.98	88,282.31	90,930.78	93,658.70	96,468.46	99,362.51	3%
FD07	81,048.63	83,480.09	85,984.49	88,564.02	91,220.94	93,957.57	96,776.30	99,679.59	102,669.98	105,750.08	3%
FD08	89,153.50	91,828.11	94,582.95	97,420.44	100,343.05	103,353.34	106,453.94	109,647.56	112,936.99	116,325.10	3%
FD09	98,068.85	101,010.92	104,041.25	107,162.49	110,377.36	113,688.68	117,099.34	120,612.32	124,230.69	127,957.61	3%
FD10	109,837.11	113,132.22	116,526.19	120,021.98	123,622.64	127,331.32	131,151.26	135,085.80	139,138.37	143,312.52	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	119,238.66	149,048.33	178,857.99
FD12	131,162.53	173,790.35	216,418.18
FD13	144,881.63	195,571.49	246,261.35

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 7/1/2023

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step*
PS01	54,000.00										
PS02	59,500.00										
PS03	65,000.00	66,950.00	68,958.50	71,027.26	73,158.08	75,352.82	77,613.40	79,941.80	82,340.05	84,810.25	3%
PS04	71,579.10	73,726.47	75,938.26	78,216.41	80,562.90	82,979.79	85,469.18	88,033.26	90,674.26	93,394.49	3%
PS05	82,843.13	85,328.42	87,888.27	90,524.92	93,240.67	96,037.89	98,919.03	101,886.60	104,943.20	108,091.50	3%
PS06	99,411.77	102,394.12	105,465.94	108,629.92	111,888.82	115,245.48	118,702.84	122,263.93	125,931.85	129,709.81	3%
PS07	114,323.54	117,753.25	121,285.85	124,924.43	128,672.16	132,532.32	136,508.29	140,603.54	144,821.65	149,166.30	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	119,238.66	149,048.33	178,857.99
PS09	131,162.53	173,790.35	216,418.18
PS10	144,881.63	195,571.49	246,261.35

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 7/1/2023

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				2 Years							

\* Note: steps may vary slightly due to rounding

## OPEN RANGE PAY TABLE

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

## TRADES AND LABOR PAY TABLE

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*
TG07	39,533.08	40,719.07	41,940.64	43,198.86	44,494.83	45,829.67	47,204.56	48,620.70	50,079.32	51,581.70	3%
TG08	41,641.89	42,891.15	44,177.88	45,503.21	46,868.31	48,274.36	49,722.59	51,214.27	52,750.69	54,333.21	3%
TG09	43,891.30	45,208.04	46,564.28	47,961.21	49,400.05	50,882.05	52,408.51	53,980.76	55,600.19	57,268.19	3%
TG10	45,831.38	47,206.32	48,622.51	50,081.18	51,583.62	53,131.12	54,725.06	56,366.81	58,057.82	59,799.55	3%
TG11	47,996.43	49,436.32	50,919.41	52,446.99	54,020.40	55,641.01	57,310.24	59,029.55	60,800.44	62,624.45	3%
TG12	50,049.00	51,550.47	53,096.98	54,689.89	56,330.58	58,020.50	59,761.11	61,553.95	63,400.56	65,302.58	3%
TG13	52,017.22	53,577.74	55,185.07	56,840.63	58,545.84	60,302.22	62,111.29	63,974.62	65,893.86	67,870.67	3%
TG14	54,126.02	55,749.80	57,422.30	59,144.97	60,919.31	62,746.89	64,629.30	66,568.18	68,565.23	70,622.19	3%
TG15	56,291.06	57,979.79	59,719.18	61,510.76	63,356.08	65,256.77	67,214.47	69,230.91	71,307.84	73,447.08	3%
TG16	58,428.00	60,180.84	61,986.27	63,845.86	65,761.24	67,734.08	69,766.10	71,859.08	74,014.86	76,235.30	3%
TG17	60,765.12	62,588.07	64,465.72	66,399.69	68,391.69	70,443.44	72,556.74	74,733.44	76,975.44	79,284.71	3%
TL07	43,441.40	44,744.65	46,086.99	47,469.59	48,893.69	50,360.49	51,871.31	53,427.45	55,030.28	56,681.19	3%
TL08	45,831.38	47,206.32	48,622.51	50,081.18	51,583.62	53,131.12	54,725.06	56,366.81	58,057.82	59,799.55	3%
TL09	48,221.36	49,668.00	51,158.04	52,692.78	54,273.55	55,901.76	57,578.81	59,306.18	61,085.37	62,917.93	3%
TL10	50,414.51	51,926.95	53,484.76	55,089.30	56,741.97	58,444.24	60,197.56	62,003.49	63,863.59	65,779.50	3%
TL11	52,888.86	54,475.52	56,109.79	57,793.08	59,526.88	61,312.68	63,152.07	65,046.62	66,998.02	69,007.96	3%
TL12	55,081.99	56,734.45	58,436.49	60,189.58	61,995.27	63,855.14	65,770.80	67,743.92	69,776.23	71,869.52	3%
TL13	57,415.75	59,138.23	60,912.37	62,739.75	64,621.94	66,560.59	68,557.41	70,614.14	72,732.57	74,914.54	3%
TL14	59,665.15	61,455.11	63,298.76	65,197.72	67,153.65	69,168.26	71,243.31	73,380.61	75,582.03	77,849.49	3%
TL15	61,942.67	63,800.94	65,714.97	67,686.41	69,717.00	71,808.52	73,962.77	76,181.65	78,467.11	80,821.11	3%
TL16	64,163.94	66,088.86	68,071.53	70,113.67	72,217.08	74,383.60	76,615.10	78,913.56	81,280.96	83,719.39	3%
TL17	66,730.50	68,732.41	70,794.39	72,918.23	75,105.77	77,358.94	79,679.71	82,070.10	84,532.21	87,068.18	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 7/1/2023

*\* continued*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step*
TS02	43,272.72	44,570.90	45,908.02	47,285.26	48,703.82	50,164.94	51,669.89	53,219.99	54,816.59	56,461.09	3%
TS03	45,606.43	46,974.63	48,383.87	49,835.39	51,330.45	52,870.37	54,456.48	56,090.17	57,772.88	59,506.08	3%
TS04	47,602.78	49,030.86	50,501.79	52,016.84	53,577.35	55,184.67	56,840.21	58,545.42	60,301.78	62,110.83	3%
TS05	49,655.35	51,145.01	52,679.36	54,259.74	55,887.53	57,564.16	59,291.08	61,069.81	62,901.90	64,788.96	3%
TS06	51,820.38	53,374.99	54,976.24	56,625.52	58,324.29	60,074.02	61,876.24	63,732.52	65,644.50	67,613.83	3%
TS07	54,013.53	55,633.95	57,302.97	59,022.06	60,792.72	62,616.51	64,495.01	66,429.85	68,422.75	70,475.43	3%
TS08	55,925.53	57,603.30	59,331.40	61,111.34	62,944.68	64,833.02	66,778.00	68,781.35	70,844.79	72,970.13	3%
TS09	58,203.04	59,949.14	61,747.61	63,600.04	65,508.04	67,473.29	69,497.48	71,582.41	73,729.88	75,941.78	3%
TS10	60,199.38	62,005.36	63,865.53	65,781.49	67,754.93	69,787.58	71,881.20	74,037.64	76,258.77	78,546.53	3%
TS11	62,505.01	64,380.16	66,311.56	68,300.91	70,349.94	72,460.44	74,634.26	76,873.28	79,179.48	81,554.87	3%
TS12	64,585.70	66,523.27	68,518.96	70,574.54	72,691.77	74,872.52	77,118.69	79,432.26	81,815.23	84,269.68	3%
TS13	67,594.24	69,622.07	71,710.74	73,862.06	76,077.92	78,360.27	80,711.07	83,132.40	85,626.37	88,195.16	3%
TS14	71,052.71	73,184.28	75,379.81	77,641.21	79,970.45	82,369.56	84,840.65	87,385.88	90,007.46	92,707.68	3%
TS15	75,410.89	77,673.21	80,003.40	82,403.51	84,875.61	87,421.87	90,044.52	92,745.86	95,528.23	98,394.08	3%
TS16	80,303.33	82,712.43	85,193.80	87,749.62	90,382.10	93,093.57	95,886.38	98,762.97	101,725.85	104,777.63	3%
TS17	83,515.46	86,020.93	88,601.55	91,259.59	93,997.38	96,817.30	99,721.82	102,713.48	105,794.88	108,968.74	3%
Move to next step after				Move to next step after							
1 Year				1 Year		2 Years		2 Years		2 Years	

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

**SPECIAL PAY TABLE – GENERAL PAY PLAN****EFFECTIVE 7/1/2023****Metro Mayor**

ANNUAL	MM	180,000.00
* Effective the start of the new term (estimated 9/1/2023)		209,898.00

**Vice Mayor**

ANNUAL	VM	25,230.00
* Effective the start of the new term (estimated 9/1/2023)		27,977.00

**Council Member**

ANNUAL	CM	23,100.00
* Effective the start of the new term (estimated 9/1/2023)		25,615.00

**Public Defender**

ANNUAL	PD	202,130.00
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**Board of Education Member**

ANNUAL	BE	14,000.00
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**Directors Pay**

		<u>Minimum</u>	<u>Maximum</u>
ANNUAL	DP01	110,687.40	210,790.90
	DP02	149,917.08	299,834.15

**Judicial Services**

		<u>Minimum</u>	<u>Maximum</u>
ANNUAL	JS01	54,677.60	71,078.11
	JS02	57,022.05	74,128.67
	JS03	68,426.46	88,954.39

**Extension Service\***

		<u>Minimum</u>	<u>Maximum</u>
ANNUAL	AG01	26,989.79	35,086.51
	AG02	29,432.71	38,262.28
	AG03	38,170.00	49,620.68
	AG04	41,624.85	54,111.98
	AG05	45,392.42	59,009.79

**Library Page**

		<u>Minimum</u>	<u>Maximum</u>
HOURLY	LP01	12.98	16.87

**School Patrol**

		<u>Minimum</u>	<u>Maximum</u>
HOURLY	SP01	18.72	24.34
	SS01	21.53	27.99

\* 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) 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.