



# City of Memphis

## Pay Plan FY25

July 1, 2024

Prepared by Compensation Service Center, Human Resources Division



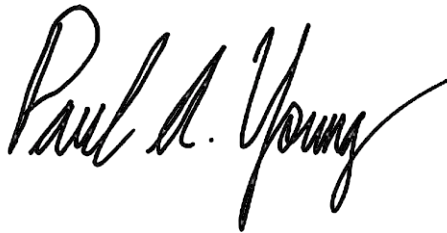
## Letter from the Mayor

Dear Colleague:

This Pay Plan packet includes relevant information regarding pay increases for eligible employees, as well as, non-represented and represented employee workgroups. Each year, we work hard to improve the experience of working with the City of Memphis and find ways to improve the lives of our employees and their families.

I want to thank the Memphis City Council for its continued partnership and for working with us to prioritize this continued improvement in how City government impacts the lives of our employees.

Sincerely,

A handwritten signature in black ink that reads "Paul A. Young". The signature is fluid and cursive, with the first letters of each word being capitalized and prominent.

**Paul Young**  
Mayor



## Letter from the Chief of HR

City of Memphis Employees,

I'm pleased to present the City of Memphis FY25 salary policy and plans that were recently approved by the Memphis City Council. The policy and plans are effective as of July 1, 2024. They reflect our ongoing commitment to be fair and equitable to our existing employees and attractive to new talent.

In addition to keeping wages and working conditions competitive, the Division of Human Resources continually explores ways to refine our employee benefits programs. We strive to provide benefits that have a positive impact on your lives and strengthen your loyalty to our team. Our benefits package is also designed as an incentive to encourage more quality applicants to pursue careers with The City of Memphis.

Please review the FY25 salary policy and pay plans. If you have questions about compensation or the enclosed plans, please don't hesitate to email [compensation@memphistn.gov](mailto:compensation@memphistn.gov).

Sincerely,



**Fonda Fouché**  
Chief Human Resources Officer





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# City of Memphis Administrative Salary Policy

The following Salary Policy has been approved to be effective on July 1, 2024. The policy includes information regarding the general pay increase, the categories of employees who may or may not be eligible to receive salary increases, adjustments to pay plans, and other related information.

## Salary Policy

### I. GENERAL PAY INCREASE

Eligible employees will receive a general increase effective July 1, 2024, for the following:

- **Seven percent (7%):**
  - Machinists International Association of Machinists and Aerospace Workers (IAMAW)
- **Six percent (6%):**
  - International Brotherhood of Electrical Workers (IBEW) and Crafts
- **Five percent (5%): (see Appendix for exceptions)**
  - Memphis Police Association (MPA)
  - Communication Workers of America (CWA)
  - International Association of Firefighters (IAFF)
  - American Federation of State, County and Municipal Employees (AFSCME)
  - International Union of Operating Engineers (IUOE)
- **Three percent (3%):**
  - Non-Represented employees
- **Division Chiefs and Directors to receive various percentage increases**

### II. ELIGIBILITY GUIDELINES

#### 1. LENGTH OF EMPLOYMENT (PROBATIONARY PERIOD)

Employees **will** be eligible to receive the general pay increase regardless of length of employment, including those in their probationary period.

#### 2. RECENTLY PROMOTED, DEMOTED, OR TRANSFERRED REGULAR, FULL-TIME EMPLOYEES

Employees who have recently changed their job classification (within the last six months) **will** be eligible to receive the general pay increase.

#### 3. GRANT-FUNDED EMPLOYEES

For employees whose salaries are grant-funded, a determination will be made by the City division that administers the grant as to whether they will be eligible to receive the general pay increase. Human Resources will administer the increase based on that determination.

# City of Memphis Administrative Salary Policy

## 4. CONTINGENT EMPLOYEES

Contingent employees **will not** be eligible to receive the general pay increase.

## 5. APPOINTED EMPLOYEES

Employees in an appointed status (regular, full-time) **will** be eligible to receive the general pay increase (unless they are included in the commissioned management positions).

**NOTE:** Division Chiefs and Directors **will** be included in this general increase as determined by the City Council through the budget process as outlined in the Memphis City Charter.

## 6. ELECTED EMPLOYEES

Elected employees **will not** be included in this general increase.

Salaries for the Administrative Judge, City Judges, and City Court Clerk will be determined by the City Council through the budget process as outlined in the Memphis City Charter. Any adjustments will be initiated by the divisions and processed by individual transactions approved through the HR system.

## III. REVISED PAY PLANS

Pay plans have been revised effective July 1, 2024, per the approved salary increase. These revisions are intended to attract the best possible job applicants, within budgetary constraints, and to maintain internal and external equity among current employees. In most cases, the decision to revise the pay plans was based primarily upon our review and analysis of current comparable market salary data and upon the city's current financial position

### A. REVISED GENERAL PAY PLANS

The salary ranges for General, "E", Executive and IT **will** be adjusted to 3% to account for the Cost-of-Living Adjustment.

### B. REVISED SPECIAL MARKET PAY PLANS

These pay plans are utilized for certain specialized, technical positions and certain supervisory positions to maintain equity above their direct subordinates.

# City of Memphis Administrative Salary Policy

**NOTE:** All special market pay plans for non-represented employees have been adjusted to be consistent with the general pay increase.

## **C. MINIMUM RATE ADJUSTMENTS**

The pay rates for regular, full-time employees that are below the minimum rates of the new salary ranges on July 1, 2024, will be adjusted to the new minimum rates.

## **D. PAY RATES AT OR ABOVE THE MAXIMUM RATE**

Non-represented employees whose pay rates are approaching, at, or above the maximum of the rate of their salary range will be eligible to receive the general pay increase.

For any questions concerning the July 1, 2024, Salary Policy, you may contact the Compensation Service Center at [Compensation@memphistn.gov](mailto:Compensation@memphistn.gov).

APPROVED BY



**Fonda Fouché**  
Chief Human Resources Officer

## Appendix - Pay Increases by Employee Category

Category	Increase	Notes
Non-Represented	3%	<p>Non-represented employees will receive a 3% increase except for the following:</p> <ul style="list-style-type: none"> <li>• Property Maintenance General Foreman will receive a 6% increase</li> <li>• Building Mnt Foremen will receive a 6% increase</li> <li>• Auto Mechanic Foreman will receive a 6% increase</li> <li>• Grounds Mnt &amp; Landscaping General Foreman will receive a 6% increase</li> <li>• Property Maintenance Crafts Supervisory will receive a 6% increase</li> <li>• WTP E&amp;I General Foreman will receive a 6% increase</li> <li>• Station Engineer General Foreman will receive a 6% increase</li> <li>• WTP Mechanic General Foreman will receive a 6% increase</li> <li>• Public Works Shift Supervisor will receive a 6% increase</li> <li>• Asphalt Plant Supervisor will receive a 6% increase</li> <li>• Public Works Feet Maint. Supervisor will receive a 6% increase</li> <li>• Right of Way Maint. Supervisor will receive a 6% increase</li> <li>• Heavy Equipment Zone Supervisor will receive a 6% increase</li> <li>• Environ. Compliance Supervisor will receive a 6% increase</li> <li>• Solid Waste Collection Mgr will receive a 5% increase</li> <li>• Solid Waste Collection Supervisor will receive a 5% increase</li> <li>• WTP Operations Supervisor will receive a 5% increase</li> <li>• OM Shift Supervisor will receive a 5% increase</li> </ul>
AFSCME – Main, Code Enforcement, Clerical, Property Evidence, and Survey	5%	Additional \$5,000 one-time bonus approved for AFSCME employees
IAMAW/Machinists	7%	
IUOE – Animal Shelter, Heavy Equipment, Water Treatment, and Construction Inspection	5%	
Crafts	6%	\$1,500 retention bonus (last installment) for all Crafts employees who signed agreement to remain at the City through June 30, 2024



## Appendix - Pay Increases by Employee Category

Category	Increase	Notes
IBEW	6%	
CWA – Dispatchers	5%	Dispatch Management <ul style="list-style-type: none"> <li>Radio Dispatch Supervisor will receive a 3.1% increase</li> <li>Radio Maintenance Supervisor will receive a 6% increase</li> </ul>
MPA	5%	Police Probationary - (Police Officer II, Police Recruits, Emergency Communications Trainee, Police Service Tech will receive a 3% increase) Police Management will receive a 3% increase except for the following: <ul style="list-style-type: none"> <li>Police 2nd Lieutenant will receive a 5% increase</li> <li>Police Lieutenant will receive a 5% increase</li> <li>Police_ Tact Lieutenant will receive a 5% increase</li> <li>Tact Major will receive a 5% increase</li> <li>Major will receive a 5% increase</li> <li>Lieutenant Colonel will receive a 3.3% increase</li> </ul>
IAFF	5%	Fire Probationary - (Fire Alarm Operator I, Fire Recruit, Probationary EMT, Probationary EMT Advance employees will receive a 3% increase) Fire Management employees will receive a 3% increase except for the following: <ul style="list-style-type: none"> <li>OEM Operations Officer will receive a 5% increase</li> <li>OEM Planning Officer will receive a 5% increase</li> </ul> Fire Driver rate to equal 3rd step of Firefighter/ Paramedic
IAFF - Operators	5%	Fire Dispatch Management employees will receive a 3% increase

## Executive Pay Ranges

EXECUTIVE PAY RANGES						
Grade	Rate Per	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
Executive.24	Annual	\$166,024.04	\$186,776.98	\$207,529.92	\$228,282.99	\$249,036.06
	Monthly	\$13,835.34	\$15,564.75	\$17,294.16	\$19,023.59	\$20,753.01
	Pay Period	\$6,385.54	\$7,183.73	\$7,981.92	\$8,780.12	\$9,578.31
	Hourly	\$79.82	\$89.80	\$99.77	\$109.75	\$119.73
Executive.23	Annual	\$138,353.54	\$155,647.70	\$172,941.86	\$190,235.89	\$207,529.92
	Monthly	\$11,529.46	\$12,970.64	\$14,411.82	\$15,852.99	\$17,294.16
	Pay Period	\$5,321.29	\$5,986.45	\$6,651.61	\$7,316.77	\$7,981.92
	Hourly	\$66.52	\$74.83	\$83.15	\$91.46	\$99.77
Executive.22	Annual	\$125,320.26	\$137,852.26	\$150,384.26	\$162,916.13	\$175,448.00
	Monthly	\$10,443.36	\$11,487.69	\$12,532.02	\$13,576.35	\$14,620.67
	Monthly	\$4,820.01	\$5,302.01	\$5,784.01	\$6,266.01	\$6,748.00
	Hourly	\$60.25	\$66.28	\$72.30	\$78.33	\$84.35
Executive.21	Annual	\$108,974.32	\$119,871.57	\$130,768.82	\$141,666.33	\$152,563.84
	Monthly	\$9,081.19	\$9,989.30	\$10,897.40	\$11,805.53	\$12,713.65
	Pay Period	\$4,191.32	\$4,610.45	\$5,029.57	\$5,448.71	\$5,867.84
	Hourly	\$52.39	\$57.63	\$62.87	\$68.11	\$73.35

## "E" Pay Ranges

"E" PAY RANGES						
Grade	Rate Per	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
E 20	Annual	\$105,898.00	\$112,520.20	\$119,142.40	\$125,757.45	\$132,372.50
	Monthly	\$8,824.83	\$9,376.68	\$9,928.53	\$10,479.79	\$11,031.04
	Pay Period	\$4,073.00	\$4,327.70	\$4,582.40	\$4,836.83	\$5,091.25
	Hourly	\$50.91	\$54.10	\$57.28	\$60.46	\$63.64
E 19	Annual	\$93,302.04	\$100,887.02	\$108,472.00	\$116,048.66	\$123,625.32
	Monthly	\$7,775.17	\$8,407.25	\$9,039.33	\$9,670.72	\$10,302.11
	Pay Period	\$3,588.54	\$3,880.27	\$4,172.00	\$4,463.41	\$4,754.82
	Hourly	\$44.86	\$48.50	\$52.15	\$55.79	\$59.44
E 18	Annual	\$82,385.94	\$90,624.17	\$98,862.40	\$107,101.41	\$115,340.42
	Monthly	\$6,865.50	\$7,552.02	\$8,238.53	\$8,925.12	\$9,611.70
	Monthly	\$3,168.69	\$3,485.55	\$3,802.40	\$4,119.29	\$4,436.17
	Hourly	\$39.61	\$43.57	\$47.53	\$51.49	\$55.45
E 17	Annual	\$72,907.90	\$81,569.15	\$90,230.40	\$98,884.76	\$107,539.12
	Monthly	\$6,075.66	\$6,797.43	\$7,519.20	\$8,240.40	\$8,961.59
	Pay Period	\$2,804.15	\$3,137.28	\$3,470.40	\$3,803.26	\$4,136.12
	Hourly	\$35.05	\$39.22	\$43.38	\$47.54	\$51.70

# General Pay Ranges

GENERAL PAY RANGES						
Grade	Rate Per	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
16	Annual	\$64,663.30	\$73,557.25	\$82,451.20	\$91,343.20	\$100,235.20
	Monthly	\$5,388.61	\$6,129.77	\$6,870.93	\$7,611.93	\$8,352.93
	Pay Period	\$2,487.05	\$2,829.13	\$3,171.20	\$3,513.20	\$3,855.20
	Hourly	\$31.09	\$35.36	\$39.64	\$43.92	\$48.19
15	Annual	\$57,481.06	\$65,244.53	\$73,008.00	\$80,766.40	\$88,524.80
	Monthly	\$4,790.09	\$5,437.05	\$6,084.00	\$6,730.54	\$7,377.07
	Pay Period	\$2,210.81	\$2,509.41	\$2,808.00	\$3,106.40	\$3,404.80
	Hourly	\$27.64	\$31.37	\$35.10	\$38.83	\$42.56
14	Annual	\$51,321.40	\$58,119.10	\$64,916.80	\$71,718.40	\$78,520.00
	Monthly	\$4,276.78	\$4,843.26	\$5,409.73	\$5,976.53	\$6,543.33
	Monthly	\$1,973.90	\$2,235.35	\$2,496.80	\$2,758.40	\$3,020.00
	Hourly	\$24.67	\$27.94	\$31.21	\$34.48	\$37.75
13	Annual	\$46,025.72	\$52,008.06	\$57,990.40	\$63,970.40	\$69,950.40
	Monthly	\$3,835.48	\$4,334.01	\$4,832.53	\$5,330.87	\$5,829.20
	Pay Period	\$1,770.22	\$2,000.31	\$2,230.40	\$2,460.40	\$2,690.40
	Hourly	\$22.13	\$25.00	\$27.88	\$30.76	\$33.63
12	Annual	\$43,888.00	\$49,483.20	\$55,078.40	\$60,673.60	\$66,268.80
	Monthly	\$3,657.33	\$4,123.60	\$4,589.87	\$5,056.14	\$5,522.40
	Pay Period	\$1,688.00	\$1,903.20	\$2,118.40	\$2,333.60	\$2,548.80
	Hourly	\$21.10	\$23.79	\$26.48	\$29.17	\$31.86
11	Annual	\$38,437.88	\$43,242.94	\$48,048.00	\$52,852.80	\$57,657.60
	Monthly	\$3,203.16	\$3,603.58	\$4,004.00	\$4,404.40	\$4,804.80
	Pay Period	\$1,478.38	\$1,663.19	\$1,848.00	\$2,032.80	\$2,217.60
	Hourly	\$18.48	\$20.79	\$23.10	\$25.41	\$27.72
10	Annual	\$36,262.20	\$40,709.50	\$45,156.80	\$49,597.60	\$54,038.40
	Monthly	\$3,021.85	\$3,392.46	\$3,763.07	\$4,133.14	\$4,503.20
	Monthly	\$1,394.70	\$1,565.75	\$1,736.80	\$1,907.60	\$2,078.40
	Hourly	\$17.43	\$19.57	\$21.71	\$23.85	\$25.98
9	Annual	\$34,535.54	\$38,681.37	\$42,827.20	\$46,966.40	\$51,105.60
	Monthly	\$2,877.96	\$3,223.45	\$3,568.93	\$3,913.87	\$4,258.80
	Pay Period	\$1,328.29	\$1,487.75	\$1,647.20	\$1,806.40	\$1,965.60
	Hourly	\$16.60	\$18.60	\$20.59	\$22.58	\$24.57

# IT Pay Ranges

IT PAY RANGES						
Grade	Rate Per	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
IT 7	Annual	\$87,838.40	\$97,720.22	\$107,602.04	\$117,483.86	\$127,365.68
	Monthly	\$7,319.87	\$8,143.36	\$8,966.84	\$9,790.33	\$10,613.81
	Pay Period	\$3,378.40	\$3,758.47	\$4,138.54	\$4,518.61	\$4,898.68
	Hourly	\$42.23	\$46.98	\$51.73	\$56.48	\$61.23
IT 6	Annual	\$79,118.78	\$88,019.75	\$96,920.72	\$105,821.56	\$114,722.40
	Monthly	\$6,593.23	\$7,334.98	\$8,076.73	\$8,818.47	\$9,560.20
	Pay Period	\$3,043.03	\$3,385.38	\$3,727.72	\$4,070.06	\$4,412.40
	Hourly	\$38.04	\$42.32	\$46.60	\$50.88	\$55.15
IT 5	Annual	\$71,299.02	\$79,320.28	\$87,341.54	\$95,362.67	\$103,383.80
	Monthly	\$5,941.59	\$6,610.03	\$7,278.46	\$7,946.89	\$8,615.32
	Monthly	\$2,742.27	\$3,050.78	\$3,359.29	\$3,667.80	\$3,976.30
	Hourly	\$34.28	\$38.13	\$41.99	\$45.85	\$49.70
IT 4	Annual	\$64,207.78	\$71,430.97	\$78,654.16	\$85,877.48	\$93,100.80
	Monthly	\$5,350.65	\$5,952.58	\$6,554.51	\$7,156.46	\$7,758.40
	Pay Period	\$2,469.53	\$2,747.35	\$3,025.16	\$3,302.98	\$3,580.80
	Hourly	\$30.87	\$34.34	\$37.81	\$41.29	\$44.76
IT 3	Annual	\$57,844.80	\$64,350.00	\$70,855.20	\$77,360.40	\$83,865.60
	Monthly	\$4,820.40	\$5,362.50	\$5,904.60	\$6,446.70	\$6,988.80
	Pay Period	\$2,224.80	\$2,475.00	\$2,725.20	\$2,975.40	\$3,225.60
	Hourly	\$27.81	\$30.94	\$34.06	\$37.19	\$40.32
IT 2	Annual	\$49,853.70	\$55,460.21	\$61,066.72	\$66,673.36	\$72,280.00
	Monthly	\$4,154.48	\$4,621.69	\$5,088.89	\$5,556.11	\$6,023.33
	Pay Period	\$1,917.45	\$2,133.09	\$2,348.72	\$2,564.36	\$2,780.00
	Hourly	\$23.97	\$26.66	\$29.36	\$32.05	\$34.75
IT 1	Annual	\$43,888.00	\$48,828.00	\$53,768.00	\$58,708.00	\$63,648.00
	Monthly	\$3,657.33	\$4,069.00	\$4,480.67	\$4,892.34	\$5,304.00
	Monthly	\$1,688.00	\$1,878.00	\$2,068.00	\$2,258.00	\$2,448.00
	Hourly	\$21.10	\$23.48	\$25.85	\$28.23	\$30.60



# SPECIAL MARKET



## Special Market 1 | General Services / Parks - Supervisory

**PAY PLAN CODE:** Spec Mkt 1

SPECIAL MARKET 1   GENERAL SERVICES / PARKS - SUPERVISORY						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
16A	F100FS	MANAGER-FLEET SERVICES	\$42.9333	\$3,434.66	\$7,441.53	\$89,301.16
16B	F102FF	MANAGER-FINANCE FLEET	\$41.4180	\$3,313.44	\$7,178.90	\$86,149.44
13C	F061PR	GEN FOREMAN-PROPERTY MAINT	\$44.1838	\$3,534.70	\$7,658.28	\$91,902.20
	F070BF	BUILDING MNT FOREMAN				
12C	F070AM	FOREMAN - AUTO MECHANIC	\$41.5848	\$3,326.78	\$7,207.80	\$86,496.28
	F061GL	GEN FOREMAN-GROUNDS MNT & LANDSCAPING				
12B	F112CS	SUPER - PROPERTY MAINT CRAFT	\$40.5450	\$3,243.60	\$7,027.58	\$84,333.60
11B	F242SF	SERVICE ADVISOR	\$37.8823	\$3,030.58	\$6,566.05	\$78,795.08
11C	F111GF	GOLF COURSE MNT SUPERVISOR	\$30.3879	\$2,431.03	\$5,267.07	\$63,206.78

# Special Market 1 | Public Works - Supervisory

**PAY PLAN CODE:** Spec Mkt 1

SPECIAL MARKET 1   PUBLIC WORKS - SUPERVISORY						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
15A	F101MM	MGR-WTP-MNT	\$41.6200	\$3,329.60	\$7,213.91	\$86,569.60
	F101WP	MGR- WTP-PROCESSING				
	F102LS	MGR-LIFT_ FLOOD MNT				
	F100ML	MGR-WTP LABORATORY				
14A	F102SR	MGR-STREET MAINTENANCE	\$37.7685	\$3,021.48	\$6,546.34	\$78,558.48
14B	F102CM	MGR-COLLECTION_ SW	\$39.2500	\$3,140.00	\$6,803.12	\$81,640.00
14C	F102RC	MGR-COMPOST	\$36.6689	\$2,933.51	\$6,355.74	\$76,271.26
14D	F110WP	SUPER-WTP OPERATIONS	\$40.4076	\$3,232.61	\$7,003.77	\$84,047.86
13A	F111SW	SUPER-SEWER MAINTENANCE	\$35.9699	\$2,877.59	\$6,234.59	\$74,817.34
	F111SM	SUPER-STREET MAINTENANCE				
	F111DR	SUPER-DRAIN MAINTENANCE				

# Special Market 1 | Public Works - Supervisory

**PAY PLAN CODE:** Spec Mkt 1

SPECIAL MARKET 1   PUBLIC WORKS - SUPERVISORY						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
13B	F111SC	SUPER - COLLECTION_SW	\$36.6613	\$2,932.90	\$6,354.42	\$76,255.40
12A	F061EI	GEN FORE- MAN-WTP E & I	\$38.8500	\$3,108.00	\$6,733.79	\$80,808.00
	F062LS	GEN FOREMAN- STAT ENGINEERS				
	F062WP	GEN FOREMAN- WTP MECHANIC				
11A	F112ZM	SUPER-SHIFT/ PUBLIC WORKS	\$37.7105	\$3,016.84	\$6,536.29	\$78,437.84
	F111AP	SUPER-ASPHALT PLANT				
	F112MS	SUPER-PUBLIC WORKS FLEET MAINT				
	F112RS	SUPER-RIGHT OF WAY MAINT				
	F112HE	SUPER-ZONE HEAVY EQUIP				
	F110EC	SUPER-ENVIRON COMPLIANCE				
11	F111WT	SUPER-OM_SHIFT	\$36.6509	\$2,932.07	\$6,352.62	\$76,233.82

**NOTES:** Flat rates established 4/1/2002 to maintain a minimal 5 percent supervisory differential resulting from 12/5/2001 case settlement regarding supervisory levels above Heavy Equipment Operators.

# Special Market 1 | Technician

**PAY PLAN CODE:** Spec Mkt 1

SPECIAL MARKET 1   TECHNICIAN								
Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
0	F350WW	WASTE WATER TREATMENT TRAINEE	ENTRY	80%	\$25.1765	\$2,014.12	\$4,363.79	\$52,367.12
0A	F350WM	WASTE WATER TREATMENT NECH TRAINEE	ENTRY	80%	\$25.8470	\$2,067.76	\$4,480.01	\$53,761.76
			18 MOS	85%	\$27.4624	\$2,196.99	\$4,760.00	\$57,121.74
7C	F092BA	BLDG MAINT ASSISTANT	ENTRY	80%	\$14.7539	\$1,180.31	\$2,557.26	\$30,688.06
			6 MOS	85%	\$15.6761	\$1,254.09	\$2,717.11	\$32,606.34
			12 MOS	90%	\$16.5981	\$1,327.85	\$2,876.92	\$34,524.10
			18 MOS	95%	\$17.5203	\$1,401.62	\$3,036.75	\$36,442.12
			24 MOS	100%	\$18.4424	\$1,475.39	\$3,196.58	\$38,360.14
7A	F264SK	INVENTORY CONTROL CLERK	ENTRY	80%	\$14.5580	\$1,164.64	\$2,523.31	\$30,280.64
	F264MT	MAINTENANCE DISTRIBUTION TECH	6 MOS	85%	\$15.4678	\$1,237.42	\$2,680.99	\$32,172.92
			12 MOS	90%	\$16.3774	\$1,310.19	\$2,838.66	\$34,064.94
			18 MOS	95%	\$17.2874	\$1,382.99	\$2,996.39	\$35,957.74
			24 MOS	100%	\$18.1973	\$1,455.78	\$3,154.09	\$37,850.28
7F	F262UC	211 CUSTOMER SPECIALIST	ENTRY	85.7%	\$18.4379	\$1,475.03	\$3,195.80	\$38,350.78
	F262CU	311 CUSTOMER SPECIALIST	1-2 YRS	92.6%	\$19.9130	\$1,593.04	\$3,451.48	\$41,419.04
			2+ YRS	100%	\$21.5061	\$1,720.49	\$3,727.61	\$44,732.74
8A	F263SK	SR. INVENTORY CONTROL CLERK	ENTRY	80%	\$16.0823	\$1,286.58	\$2,787.50	\$33,451.08
			6 MOS	85%	\$17.0871	\$1,366.97	\$2,961.68	\$35,541.22
			12 MOS	90%	\$18.0925	\$1,447.40	\$3,135.94	\$37,632.40
			18 MOS	95%	\$19.0975	\$1,527.80	\$3,310.13	\$39,722.80
			24 MOS	100%	\$20.1028	\$1,608.22	\$3,484.37	\$41,813.72
7D	F261LA	LOGISTICS SPECIALIST	ENTRY	87.9%	\$18.7501	\$1,500.01	\$3,249.92	\$39,000.26
			6 MOS	94.0%	\$20.0559	\$1,604.47	\$3,476.24	\$41,716.22
			12 MOS	100%	\$21.3284	\$1,706.27	\$3,696.80	\$44,363.02

## NOTES:

- Employees who are transferred or promoted to these positions will receive a one-step pay raise. Employees will continue to receive a one-step raise every six months until top pay is reached.
- If a current city employee is paid at a higher rate than the top pay rate for these positions, the employee's pay rate will be reduced to the top pay rate for the position.



# Special Market 1 | Technician

**PAY PLAN CODE:** Spec Mkt 1

SPECIAL MARKET 1   TECHNICIAN						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
7E	F092AT	AUTOMOTIVE TECHNICIAN	\$19.3170	\$1,545.36	\$3,348.18	\$40,179.36
7G	F350AD	ASPHALT DISTRIBUTOR TRUCK OPER	\$25.0024	\$2,000.19	\$4,333.61	\$52,004.94
8B	F260LA	LOGISTICS ANALYST	\$23.6454	\$1,891.63	\$4,098.41	\$49,182.38
8C	F260CL	211 CUSTOMER COORDINATOR	\$25.3173	\$2,025.38	\$4,388.19	\$52,659.88
	F260CS	311 CUSTOMER SPECIALIST LEAD				
9A	F091AC	MECH-AUTOCAD MAINTENANCE	\$28.2855	\$2,262.84	\$4,902.67	\$58,833.84
	F092BU	BUILDING MECH				
9B	F244TS	311 CUSTOMER SUPERVISOR	\$30.8870	\$2,470.96	\$5,353.58	\$64,244.96
	F244OS	211 CUSTOMER SUPERVISOR				
10A	F261IT	IRRIGATION TECHNICIAN	\$32.0526	\$2,564.21	\$5,555.62	\$66,669.46

## NOTES:

Current city employees entering into this position will be started at the rate next higher than their previous base pay rate and thereafter will advance one step each six (6) months until they reach the effective 100% rate. If a current city employee has a higher rate than the 100% rate, the employee's rate will be reduced to the 100% rate.



AFSCME





# AFSCME Local 1733 (Code 1733)

**PAY PLAN CODE:** AFSCME Main

AFSCME LOCAL 1733							
Grade	JCC#	Job Title		Hourly	Pay Period	Monthly	Annually
8	F615CU	CUSTODIAN		\$17.5616	\$1,404.93	\$3,043.92	\$36,528.18
	F615WM	WATCHMAN					
13	F614CK	COOK		\$17.9179	\$1,433.43	\$3,105.67	\$37,269.18
	F614MG	MESSENGER					
18	F612TC	TRAFFIC COUNTER		\$18.6179	\$1,489.43	\$3,227.00	\$38,725.18
23	F610FL	SPEC OFFICER FLAGMAN		\$19.3049	\$1,544.39	\$3,346.08	\$40,154.14
28	F612CR	SEMISKILLED CREWPERSON		\$19.7349	\$1,578.79	\$3,420.61	\$41,048.54
33	F614CS	SOLID WASTE CREWPERSON (1)		\$22.8571	\$1,828.57	\$3,961.78	\$47,542.82
34	F614CR	CREWPERSON (1)		\$20.0678	\$1,605.42	\$3,478.30	\$41,740.92
38	F610VS	VEHICLE STORAGE SVC REP		\$19.6816	\$1,574.53	\$3,411.38	\$40,937.78
43	F611CW	CONCRETE WKR (SEMI-SKILLED CR PER)		\$20.0993	\$1,607.94	\$3,483.76	\$41,806.44
48	F612OE	EQUIPMENT OPERATOR		\$20.7628	\$1,661.02	\$3,598.77	\$43,186.52
53	F611MM	MNT MECHANIC		\$19.8619	\$1,588.95	\$3,442.62	\$41,312.70
	F611MT	MNT TECH					
55	F611MS	SOLID WASTE MNT MECHANIC		\$21.5104	\$1,720.83	\$3,728.35	\$44,741.58
58	F611SE	SPECIAL EQUIP OPERATOR		\$20.7628	\$1,661.02	\$3,598.77	\$43,186.52
59	F612MD	MAINTENANCE DISTRIBUTION TECH		\$18.8005	\$1,504.04	\$3,258.65	\$39,105.04
70	F610AT	ASPHALT TECHNICIAN	LUTE	\$21.7281	\$1,738.25	\$3,766.09	\$45,194.50
			SCREWMAN	\$24.0879	\$1,927.03	\$4,175.10	\$50,102.78

**AFSCME Local 1733** (Code 1733)**PAY PLAN CODE:** AFSCME Main

AFSCME LOCAL 1733						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
71	F613TS	SOLID WASTE TRUCK DRIVER	\$23.0028	\$1,840.22	\$3,987.02	\$47,845.72
72	F611TT	TREE TRIMMER	\$22.1128	\$1,769.02	\$3,832.76	\$45,994.52
73	F613TD	TRUCK DRIVER	\$21.0263	\$1,682.10	\$3,644.44	\$43,734.60
74	F611CS	SOLID WASTE CREW CHIEF (2)	\$25.0101	\$2,000.81	\$4,334.95	\$52,021.06
75	F611CC	CREW CHIEF (2)	\$22.0548	\$1,764.38	\$3,822.71	\$45,873.88
76	F610TT	TRACTOR TRAILER DRIVER	\$22.5570	\$1,804.56	\$3,909.76	\$46,918.56
77	F610PP	PIPELAYERS	\$22.1303	\$1,770.42	\$3,835.79	\$46,030.92
78	F610SE	SPEC EQUIP OPER II (4)	\$33.5765	\$2,686.12	\$5,819.75	\$69,839.12
79	F610TS	SOLID WASTE TRACTOR TRAILER DRIVER	\$28.8053	\$2,304.42	\$4,992.76	\$59,914.92
80	F610SW	SOLID WASTE SPEC EQUIP OPER II (4)	\$34.5838	\$2,766.70	\$5,994.33	\$71,934.20

**NOTES:**

(1) Effective 8/21/95, Crewpersons in Public Works division who hold a valid CDL may receive additional 10 cents per hour and Crew Chiefs assigned low-entry, dual-drive, two-person truck in Solid Waste management will receive an additional 50 cents per hour (per 7/7/95 memo approved by HR mgmt.) to be paid as a license incentive separate from base pay.

(2) Effective 5/4/04, Crew Chiefs assigned "automated" vehicles in Solid Waste management will receive an additional \$1 adjustment (per 5/4/04 memo approved by Human Resources Director) to be paid as a license incentive separate from base pay for classification; entry and 60-day rate same as grade 60.

(3) Effective 10/14/95, Special Equip Oper II pay adjusted to equal Heavy Equipment Operator. Effective 12/1/06, pay adjusted to equal Lead Equipment Operator (agreed to per settlement July 2007).

- Probationary Period: 60 days.
- Effective 7/1/22, Removed all grade step ladders.

AFSCME Local 1733 (Code 1733)

PAY PLAN CODE: AFSCME Main

AFSCME LOCAL 1733						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
5	F602RC	COURT RECORD CLERK	\$16.6960	\$1,335.68	\$2,893.88	\$34,727.68
65	F600RC	SR DEPUTY COURT REC CLERK	\$20.7814	\$1,662.51	\$3,601.99	\$43,225.26

**NOTE:** Probationary Period: 60 days.



AFSCME Local 1733 | Clerical (Code 173G)

PAY PLAN CODE: Clerical

CLERICAL						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F652SE	OFFICE ASSISTANT	\$17.43	\$1,394.70	\$3,021.85	\$36,262.20
9	F651GC	OFFICE SUPPORT CLERK	\$16.60	\$1,328.29	\$2,877.96	\$34,535.54

- NOTES:**
- 6 month probationary period
  - All new hires will enter at the minimum (entry) rate as shown above.
  - Compensation Policy will determine resulting pay rates from all promotions, transfers, and demotions.

AFSCME Local 1733 | Property Evidence (Code 173P)

PAY PLAN CODE: Property Ev

PROPERTY EVIDENCE						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F641PL	PHOTO LAB TECHNICIAN	\$17.1019	\$1,368.15	\$2,964.33	\$35,571.90
20	F640PR	PROPERTY ROOM ATTENDANT	\$19.6816	\$1,574.53	\$3,411.48	\$40,937.78
30	F642IV	POLICE INVENTORY CONTROL CLERK	\$20.4931	\$1,639.45	\$3,552.14	\$42,625.70
40	F642LP	LATENT PRINT EXAMINER	\$29.6114	\$2,368.91	\$5,132.64	\$61,591.66

**NOTE:** 6 month probabtionary period

# AFSCME Local 1733 | Code Enforcement (Code 173C)

**PAY PLAN CODE:** AFSCME Code Enf

CODE ENFORCEMENT						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
15	F631CE	CODE ENFORCEMENT INSPECTOR	\$24.8403	\$1,987.22	\$4,305.51	\$51,667.72
30	F631CS	COMPLIANCE SPECIALIST	\$17.1019	\$1,368.15	\$2,964.33	\$35,571.90
40	F630CB	COMMERCIAL BUILDING INSPECTOR	\$25.7270	\$2,058.16	\$4,459.35	\$53,512.16
50	F630EO	ENVIRONMENTAL ENFORCEMENT OFFICER	\$25.7559	\$2,060.47	\$4,464.35	\$53,572.22

## NOTES:

- Employees are eligible to receive two pay increases, each \$1/hour after they achieve certain certifications. (See current MOU.) The license incentives will be added separately to the employee's take home pay.
- Probationary Period: 180 days.
- Effective 7/1/22, Removed grade step ladders.

AFSCME Local 1733 | Survey (Code 173S)

PAY PLAN CODE: AFSCME Survey

AFSCME SURVEY						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
15	F621EA	ENGINEERING AIDE	\$27.8360	\$2,226.88	\$4,824.76	\$57,898.88
25	F620SI	SURVEY INSTRUMENT OPER	\$29.7758	\$2,382.06	\$5,160.97	\$61,933.56

**NOTE:** 180 day probabtion period

**FIRE**





**IAFF Local 1784** Code 1784**PAY PLAN CODE:** Fire

IAFF LOCAL 1784								
Grade	JCC#	Job Title	Schedule		Hourly	Pay Period	Monthly	Annually
02	F504CS	COMMUNICATIONS DATA SPECIALIST	40		\$20.4708	\$1,637.66	\$3,548.15	\$42,579.16
03	F504FA	FIRE PREVENTION ASSISTANT	40		\$24.2581	\$1,940.65	\$4,204.61	\$50,456.90
04	F503MS	FIRE MATERIAL SPECIALIST	40	ENTRY	\$19.8206	\$1,585.65	\$3,435.47	\$41,226.90
				6 MOS	\$22.9815	\$1,838.52	\$3,983.34	\$47,801.52
				12 MOS	\$24.4089	\$1,952.71	\$4,230.74	\$50,770.46
				24 MOS	\$25.8341	\$2,066.73	\$4,477.78	\$53,734.98
05	F503PA	PARAMEDIC	40		\$31.1234	\$2,489.87	\$5,394.55	\$64,736.62
06	F503AI	ANTI-NEGLECT FIELD INSPECTOR	40		\$29.9603	\$2,396.82	\$5,192.95	\$62,317.32
07	F503FE	FIRE EDUCATION SPECIALIST	40		\$26.3821	\$2,110.57	\$4,572.76	\$54,874.82
09	F503EM	EMERGENCY MGMT SPECIALIST	40		\$30.0363	\$2,402.90	\$5,206.12	\$62,475.40
10	F503AL	FIRE ALARM OPER II	40	1-2 YRS	\$32.0694	\$2,565.55	\$5,558.52	\$66,704.30
				2-3 YRS	\$34.4458	\$2,755.66	\$5,970.41	\$71,647.16
15	F502FS	FIRE PROTECTION SPECIALIST	40		\$34.2621	\$2,740.97	\$5,938.59	\$71,265.22
20	F503FP	FIRE PRIVATE II	56	1-2 YRS	\$22.4274	\$2,511.87	\$5,442.22	\$65,308.62
				2-3 YRS	\$24.0433	\$2,692.85	\$5,834.33	\$70,014.10
				3 YRS +	\$24.8956	\$2,788.31	\$6,041.15	\$72,496.06
			40	1-2 YRS	\$31.3984	\$2,511.87	\$5,442.22	\$65,308.62
				2-3 YRS	\$33.6606	\$2,692.85	\$5,834.33	\$70,014.10
				3 YRS +	\$34.8539	\$2,788.31	\$6,041.15	\$72,496.06

**IAFF Local 1784** Code 1784**PAY PLAN CODE:** Fire

IAFF LOCAL 1784								
Grade	JCC#	Job Title	Schedule	Hourly	Pay Period	Monthly	Annually	
30	F502DR	FIRE DRIVER	56	\$27.1358	\$3,039.21	\$6,584.75	\$79,019.46	
			40	\$37.9901	\$3,039.21	\$6,584.75	\$79,019.46	
40	F502AL	FIRE ALARM OPER III	40	\$37.5548	\$3,004.38	\$6,509.29	\$78,113.88	
	F502AA	QUALITY ASSURANCE ANALYST ED-Q						
50	F502FP	FIREFIGHTER/ PARAMEDIC	56	1-2 YRS	\$24.4462	\$2,737.97	\$5,932.09	\$71,187.22
				2-3 YRS	\$26.2071	\$2,935.20	\$6,359.40	\$76,315.20
				3 YRS +	\$27.1358	\$3,039.21	\$6,584.75	\$79,019.46
			40	1-2 YRS	\$34.2246	\$2,737.97	\$5,932.09	\$71,187.22
				2-3 YRS	\$36.6900	\$2,935.20	\$6,359.40	\$76,315.20
				3 YRS +	\$37.9901	\$3,039.21	\$6,584.75	\$79,019.46
60	F502AP	QUALITY ASSURANCE PARAMEDIC ED-Q	40	\$37.9906	\$3,039.25	\$6,584.84	\$79,020.50	
	F502QF	QUALITY ASSURANCE FIREFIGHTER PARAMEDIC						
65	F500AI	SR ANTI-NEGLECT FIELD INSPECTOR	40	\$39.2423	\$3,139.38	\$6,801.78	\$81,623.88	
70	F502MA	MECHANIC-MNT AIRMASK	40	\$39.4348	\$3,154.78	\$6,835.15	\$82,024.28	
85	F500ML	MECHANIC-MNT AIRMASK LEAD	40	\$41.8008	\$3,344.06	\$7,245.24	\$86,945.56	
90	F500LF	FIRE LIEUTENANT	56	\$30.0456	\$3,365.11	\$7,290.85	\$87,492.86	
	F500CR	COORDINATOR - OSHA/FIRE	40	\$42.0639	\$3,365.11	\$7,290.85	\$87,492.86	
	F500LE	EMS LIEUTENANT						
	F500EM	EMS INSTRUCTOR						
	F500IN	FIRE INSPECTOR						
91	F500EO	OEM OPERATIONS OFFICER	40	\$42.5133	\$3,401.06	\$7,368.74	\$88,427.56	
	F500EP	OEM PLANNING OFFICER						
100	F500FL	FIRE ALARM OPER/SR	40	\$42.3293	\$3,386.34	\$7,336.84	\$88,044.84	
110	F500FI	FIRE INVESTIGATOR	40	\$46.1089	\$3,688.71	\$7,991.96	\$95,906.46	

# Fire Non-Represented Base Rates Code SM3

**PAY PLAN CODE:** Spec Mkt 3

FIRE NON-REPRESENTED BASE RATES							
Grade	JCC#	Job Title	40 Hour	56 Hour	Pay Period	Monthly	Annually
16	F100DC	FIRE DEPUTY CHIEF	\$71.6465	\$51.1761	\$5,731.72	\$12,418.34	\$149,024.72
	F100DE	EMS DEPUTY CHIEF					
	F100DS	SPECIAL OPERATIONS DEPUTY CHIEF					
	F100DL	LOGISTICS DEPUTY CHIEF					
	F100FM	FIRE MARSHALL					
15	F101DV	FIRE DIVISION CHIEF	\$59.8441	\$42.7458	\$4,787.53	\$10,372.66	\$124,475.78
	F101DE	EMS DIVISION CHIEF					
	F101CI	CHIEF FIRE INVESTIGATOR					
	F101AF	ASSISTANT FIRE MARSHALL					
	F101DL	DIVISIONAL AIRPORT LIAISON CHIEF					
	F101LM	LOGISTICAL SERVICES DIVISION CHIEF					
15B	F101DT	FIRE COMMUNICATIONS MANAGER	\$64.3553	\$45.9680	\$5,148.42	\$11,154.57	\$133,858.92
15C	F101AP	APPARATUS MNT & AIRMASK MGR	\$54.1186	\$38.6562	\$4,329.49	\$9,380.27	\$112,566.74
14F	F110SC	SAFETY CHIEF	\$52.9621	\$37.8301	\$4,236.97	\$9,179.82	\$110,161.22
	F110BT	BATTALION CHIEF					
	F110BE	EMS BATTALION CHIEF					
	F110AR	AIR RESCUE CHIEF					
	F110IS	FIRE INVESTIGATIVE SVCS MANAGER					
	F110BF	FIRE PREVENTION BATTALION CHIEF					
	F110HN	HEALTHCARE NAV MANAGER					
	F100OE	OFFICE EMERGENCY MGMT MANAGER					
14D	F110QI	EMS QUALITY IMPROVEMENT COORD	\$49.4255	\$35.3039	\$3,954.04	\$8,566.82	\$102,805.04
	F110QA	QUALITY ASSURANCE MANAGER					
10	F121WC	WATCH COMMANDER	\$47.4196	\$33.8712	\$3,793.57	\$8,219.15	\$98,632.82

# Fire Non-Represented Base Rates Code SM3

**PAY PLAN CODE:** Spec Mkt 3

FIRE NON-REPRESENTED BASE RATES							
Grade	JCC#	Job Title	40 Hour	56 Hour	Pay Period	Monthly	Annually
12A	F112AM	FIRE APPARATUS MAINT SUPERVISOR	\$42.6548	\$30.4677	\$3,412.38	\$7,393.26	\$88,721.88
02	F502FF	FIREFIGHTER/ PARAMEDIC_LEP (1 yr)	\$34.2246	\$24.4462	\$2,737.97	\$5,932.09	\$71,187.22
		FIREFIGHTER/ PARAMEDIC_LEP (2 yrs)	\$36.6900	\$26.2071	\$2,935.20	\$6,359.40	\$76,315.20
01	F503FL	FIRE PRIVATE II_LEP	\$33.6606	\$24.0433	\$2,692.85	\$5,834.33	\$70,014.10
00	F502PA	FIREFIGHTER/PARAMEDIC - PROB	\$31.8316	\$22.7369	\$2,546.53	\$5,517.31	\$66,209.78
00E	F504AE	ADVANCE EMT_ PROB	\$26.5325	\$18.9518	\$2,122.60	\$4,598.83	\$55,187.60
00D	F504PE	EMT_PROB	\$25.4034	\$18.1453	\$2,032.27	\$4,403.12	\$52,839.02
00A	F504AL	FIRE ALARM OPER I	\$21.8068	\$15.5763	\$1,744.54	\$3,779.72	\$45,358.04
00B	F504FP	FIRE RECRUIT	\$21.5696	\$15.4069	\$1,725.57	\$3,738.62	\$44,864.82

POLICE





MPA Local 18 Code 0018

PAY PLAN CODE: Police

MPA LOCAL 18							
Grade	JCC#	Job Title		Hourly	Pay Period	Monthly	Annually
10	F511PL	POLICE OFFICER II	1-2 YRS	\$30.6486	\$2,451.89	\$5,312.26	\$63,749.14
			2-3 YRS	\$32.9611	\$2,636.89	\$5,713.09	\$68,559.14
			3-5 YRS	\$36.3505	\$2,908.04	\$6,300.56	\$75,609.04
			5 YRS	\$37.0674	\$2,965.39	\$6,424.81	\$77,100.14
20	F511PT	POLICE OFFICER II/TACT		\$37.8999	\$3,031.99	\$6,569.11	\$78,831.74
30	F510PH	PILOT - HELICOPTER		\$39.3399	\$3,147.19	\$6,818.70	\$81,826.94
40	F510PS	SERGEANT		\$40.4468	\$3,235.74	\$7,010.55	\$84,129.24

# Police Non-Represented Base Rates Code SM4

**PAY PLAN CODE:** Spec Mkt 4

POLICE NON-REPRESENTED BASE RATES (SM4)						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
00	F005PD	POLICE DEPUTY CHIEF	\$72.8533	\$5,828.26	\$12,627.51	\$151,534.76
16	F100CL	POLICE COLONEL	\$64.2769	\$5,142.15	\$11,140.98	\$133,695.90
15	F101CO	POLICE LIEUTENANT COLONEL	\$57.4314	\$4,594.51	\$9,954.47	\$119,457.26
14	F110MT	POLICE MAJOR/TACT	\$51.2325	\$4,098.60	\$8,880.03	\$106,563.60
14A	F110PM	POLICE MAJOR	\$49.9634	\$3,997.07	\$8,660.05	\$103,923.82
14B	F102EM	MGR- EMERGENCY COMMUNICATIONS	\$47.0036	\$3,760.29	\$8,147.04	\$97,767.54
12	F112LT	POLICE LT - TACT	\$45.0720	\$3,605.76	\$7,812.24	\$93,749.76
12A	F112LI	POLICE LIEUTENANT	\$43.8218	\$3,505.74	\$7,595.54	\$91,149.24
12E	F113SL	SECOND POLICE LIEUTENANT	\$42.0639	\$3,365.11	\$7,290.85	\$87,492.86
12B	F112MR	SUPV-RADIO MAINTENANCE	\$38.0316	\$3,042.53	\$6,591.95	\$79,105.78
12D	F280RT	COORD-RADIO TECHNICIAN	\$40.3510	\$3,228.08	\$6,993.96	\$83,930.08
12C	F112RQ	SUPV-POL RADIO DISPATCHERS	\$41.3220	\$3,305.76	\$7,162.26	\$85,949.76
00B	F511LA	POLICE OFFICER II/LEP	\$30.6486	\$2,451.89	\$5,312.26	\$63,749.14
	F511FT	POLICE OFFICER II/FTP				
00C	F513PL	POLICE OFFICER II - PROBATIONARY	\$27.0431	\$2,163.45	\$4,687.33	\$56,249.70
00D	F515PL	POLICE RECRUIT	\$27.0431	\$2,163.45	\$4,687.33	\$56,249.70
	F350PI	POLICE INTERN				
00E	F516PS	POLICE SVC TECH	\$20.2720	\$1,621.76	\$3,513.71	\$42,165.76
00G	F350EC	EMERGENCY COMMUNICATIONS TRAINEE	\$25.7131	\$2,057.05	\$4,456.80	\$53,483.30

Police Dispatchers CWA Local Code 3806

PAY PLAN CODE: Police Dispatch

POLICE DISPATCH							
Grade	JCC#	Job Title		Hourly	Pay Period	Monthly	Annually
5	F514EO	EMERGENCY RESPONSE CALL OPER		\$26.2125	\$2,097.00	\$4,543.36	\$54,522.00
10	F512PR	POLICE RADIO DISPATCHER	1 - 2 YRS	\$30.6870	\$2,454.96	\$5,318.92	\$63,828.96
			2 - 3 YRS	\$32.9676	\$2,637.41	\$5,714.21	\$68,572.66
			3 YRS +	\$35.9229	\$2,873.83	\$6,226.44	\$74,719.58

**NOTE:** Probationary Period: One year.

# OPERATING ENGINEERS



# Operating Engineers Local 369D Code 036A

**PAY PLAN CODE:** OE Animal Shltr

## OPERATING ENGINEERS LOCAL 369D ANIMAL SHELTER

Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
5	F546AC	ANIMAL CARE TECHNICIAN	\$21.1175	\$1,689.40	\$3,660.25	\$43,924.40
		HAZARDOUS DUTY PAY RATE	\$22.3845	\$1,790.76	\$3,879.86	\$46,559.76
15	F545AC	SENIOR ANIMAL CARE TECHNICIAN	\$22.1808	\$1,774.46	\$3,844.55	\$46,135.96
		HAZARDOUS DUTY PAY RATE	\$23.5116	\$1,880.93	\$4,075.22	\$48,904.18
23	F545AF	ANIMAL SERVICES OFFICER	\$23.0909	\$1,847.27	\$4,002.30	\$48,029.02
		HAZARDOUS DUTY PAY RATE	\$24.4764	\$1,958.11	\$4,242.44	\$50,910.86
25	F544AF	SENIOR ANIMAL SERVICES OFFICER	\$24.2558	\$1,940.46	\$4,204.20	\$50,451.96
		HAZARDOUS DUTY PAY RATE	\$25.7111	\$2,056.89	\$4,456.46	\$53,479.14

### NOTES:

- All employees receive additional six percent hazardous duty pay for all hours worked.
- Qualified employees will receive an additional three percent euthanasia premium paid at a minimum of four-hour increments (not shown above).
- Probationary period: Six months.
- Effective 7/1/22, Removed grade step ladders.



# Operating Engineers Local 369D Code 036D

**PAY PLAN CODE:** OE Water Treat

OPERATING ENGINEERS LOCAL 369D WATER TREATMENT								
Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
8	F559DP	DISPATCHER	100%	\$20.9974	\$1,679.79	\$3,639.43	\$43,674.54	
13	F557LA	LAB ANALYST	100%	\$21.6994	\$1,735.95	\$3,761.11	\$45,134.70	
18	F558PA	POLLUTION CONTROL AIDE	100%	\$21.9211	\$1,753.69	\$3,799.54	\$45,595.94	
23	F556MH	MAINTENANCE HELPER	100%	\$22.3041	\$1,784.33	\$3,865.93	\$46,392.58	
33	F556ME	MECHANICAL OPERATOR	100%	\$24.9891	\$1,999.13	\$4,331.32	\$51,977.38	
	F555SS	SLUDGE SPREADER						
55	F556SO	STOPPAGE OPERATOR/ SEWER	CABLE	88%	\$21.2523	\$1,700.18	\$3,683.61	\$44,204.68
			WASH	92%	\$22.1374	\$1,770.99	\$3,837.03	\$46,045.74
			VACTOR	100%	\$24.0885	\$1,927.08	\$4,175.21	\$50,104.08
38	F557IP	POLLUTION CONTROL INSP	100%	\$26.3739	\$2,109.91	\$4,571.33	\$54,857.66	
43	F553MM	MECH-MNT WASTE TREAT I	100%	\$28.8124	\$2,304.99	\$4,993.99	\$59,929.74	
	F553SE	STATIONARY ENGINEER I						

# Operating Engineers Local 369D Code 036D

**PAY PLAN CODE:** OE Water Treat

OPERATING ENGINEERS LOCAL 369D WATER TREATMENT							
Grade	JCC#	Job Title		Hourly	Pay Period	Monthly	Annually
48	F554CA	ASST CHEMIST-WTP	100%	\$29.4405	\$2,355.24	\$5,102.86	\$61,236.24
	F554WS	OPER-WASTE TRMT I					
53	F553WS	OPER-WASTE TRMT II	100%	\$32.7236	\$2,617.89	\$5,671.92	\$68,065.14
58	F550CT	CONTROL TECH-WASTE TREAT	100%	\$32.6171	\$2,609.37	\$5,653.46	\$67,843.62
63	F551MM	MECH-MNT WASTE TREAT II	100%	\$32.9360	\$2,634.88	\$5,708.73	\$68,506.88
	F551SE	STATIONARY ENGINEER II					
120	F551MS	MECHANIC-SHOP		\$32.9360	\$2,634.88	\$5,708.73	\$68,506.88

## NOTES:

- Employees assigned to work at the Water Treatment Plants receive additional 3 percent hazardous duty pay for all hours worked.
- Certain positions receive incentive pay when licenses are earned and maintained and/or other requirements are met. (See current MOU.)
- For Stoppage Operator, Cable Truck Proficient rate is posting and entry rate; employee must then pass proficiency test to move to higher rate.
- Probationary period: 60 days.
- Effective 7/1/22, Removed all grade step ladders.

# Operating Engineers Local 369D Code 0369

**PAY PLAN CODE:** OE Heavy Equip

OPERATING ENGINEERS LOCAL 369D HEAVY EQUIPMENT						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F543SW	OPERATOR-SWEEPER	\$26.3885	\$2,111.08	\$4,573.87	\$54,888.08
	F543FD	DRIVER-FUEL TRUCK				
20	F542HR	MECH-HELPER HEAVY EQUIPMENT	\$27.5153	\$2,201.22	\$4,769.16	\$57,231.72
30	F543GR	GREASER	\$28.4753	\$2,278.02	\$4,935.56	\$59,228.52
35	F543AP	ASPHALT PLANT OPERATOR	\$30.2266	\$2,418.13	\$5,239.12	\$62,871.38
40	F541HE	OPERATOR-HEAVY EQUIPMENT	\$32.9373	\$2,634.98	\$5,708.95	\$68,509.48
	F541BH	OPERATOR-BACK HOE				
50	F541MH	MECH-HEAVY EQUIPMENT (1)	\$33.5195	\$2,681.56	\$5,809.87	\$69,720.56
60	F540HE	OPERATOR-HEAVY EQUIPMENT/LD (3)	\$34.5840	\$2,766.72	\$5,994.38	\$71,934.72
70	F540MH	MECH-HEAVY EQUIPMENT/LD (2)	\$35.1955	\$2,815.64	\$6,100.37	\$73,206.64

## NOTES:

(1) Includes tool allowance of \$86.67 per month (.50/hr). Effective 7/1/16 - The union included the tool allowance as part of the base salary.

(2) Includes \$86.67/month tool allowance plus 5 percent lead differential. Effective 7/1/16 – The union included the tool allowance as part of the base salary.

(3) Includes 5 percent lead differential.

- As an incentive not included in base pay above, the City shall pay all employees working a fixed shift between 3 p.m. to 10:59 p.m. an hourly premium of 25 cents per hour and those working a fixed shift between 11 p.m. to 6:59 a.m. an hourly premium of 45 cents per hour during the full term of the agreement beginning July 1, 1996. These rates shall be based on normal working hours during the shift.
- Probationary period: 90 days.

Construction Inspection | Oper Eng 369D Code 036E

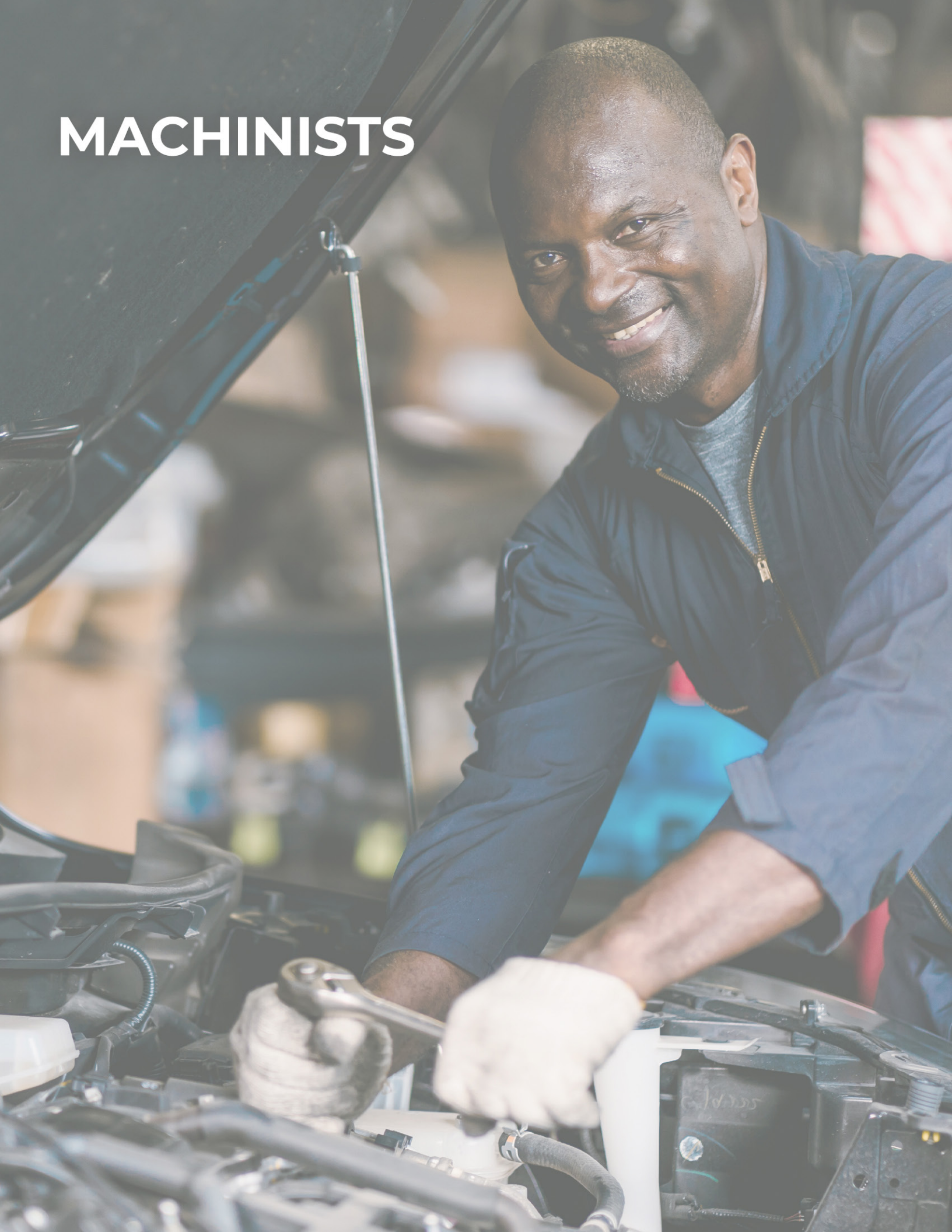
PAY PLAN CODE: OE Const Insp

OPERATING ENGINEERS LOCAL 369D CONSTRUCTION INSPECTION						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
15	F554ZC	ZONE CONSTRUCTION INSPECTOR	\$29.1229	\$2,329.83	\$5,047.81	\$60,575.58

NOTES:

- 6 month probationary period effective 7/1/96
- Removed grade step ladder effective 7/1/22

# MACHINISTS





# Machinist Desoto Lodge 3 | General Serv Code 003S

**PAY PLAN CODE:** Machinists GS

MACHINISTS						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
22	F534UM	MECHANIC-AUTOMOBILE	\$24.5046	\$1,960.37	\$4,247.34	\$50,969.62
	F534RM	MECHANIC-TRUCK				
24	F533FH	REPAIRER-FIRE HYDRANT	\$27.8615	\$2,228.92	\$4,829.18	\$57,951.92
28	F532FH	REPAIRER-FIRE HYDRANT/LD (1)	\$30.0904	\$2,407.23	\$5,215.50	\$62,587.98
31	F532AM	MECHANIC-AUTOMOBILE MASTER	\$32.7781	\$2,622.25	\$5,681.37	\$68,178.50
	F532TM	MECHANIC-TRUCK MASTER				
	532MO	MECHANIC-MOTORCYCLE				
	F532RA	REPAIRER AUTO BODY				
	F532MM	MECHANIC-MASTER				
	F532WM	WELDER-MASTER				
	F532WC	WELDER-COMBINATION				
	F532WR	WELDER-RADIATOR REPAIR				
32	F532MF	MECHANIC-MNT/FIRE	\$32.7781	\$2,622.25	\$5,681.37	\$68,178.50
34	F532AT	TECH-AUTOMOTIVE RESTORATION	\$33.0676	\$2,645.41	\$5,731.55	\$68,780.66
35	F532MH	MECHANIC-HELICOPTER	\$33.4835	\$2,678.68	\$5,803.63	\$69,645.68
40	F531MM	MECHANIC-MASTER/LD (1)	\$35.4004	\$2,832.03	\$6,135.88	\$73,632.78
50	F531MF	MECHANIC-MNT FIRE/LD (1)	\$35.4004	\$2,832.03	\$6,135.88	\$73,632.78
60	F531MH	MECHANIC-HELICOPTER/LD (1)	\$36.1623	\$2,892.98	\$6,267.93	\$75,217.48

## NOTES:

(1) Receives lead differential of 8 percent above base per 7/1/22 agreement.

- Probationary period: 90 days except for Fire Hydrant Repairers who serve a six-month probationary period.



# CRAFTS





**Bricklayers Local 5** Code 0005**PAY PLAN CODE:** *Bricklayers*

BRICKLAYERS						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F561BM	MNT BRICKLAYER/TILESETTER	\$34.5665	\$2,765.32	\$5,991.34	\$71,898.32
20	F560BM	MNT BRICKLAYER/TILESETTER LEAD (1)	\$36.0665	\$2,885.32	\$6,251.33	\$75,018.33

**NOTES:**

(1) Receives lead differential, changed from \$1.00 to \$1.50 per hour effective 7/1/22.

- As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.
- 6 month probationary period effective 7/1/96

# Carpenters Local 345 Code 0345

**PAY PLAN CODE:** Carpenters

## CARPENTERS

Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F561CR	MAINTENANCE CARPENTER	\$34.5665	\$2,765.32	\$5,991.34	\$71,898.32
20	F560CR	MAINTENANCE CARPENTER/LD (1)	\$36.0665	\$2,885.32	\$6,251.33	\$75,018.32

### NOTES:

(1) Receives lead differential, changed from \$1.00 to \$1.50 per hour effective 7/1/22.

- As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.
- 6 month probationary period effective 7/1/96.

**Cement Masons Local 521** Code 0521**PAY PLAN CODE:** Cement Masons

CEMENT MASONS						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F561CF	CONCRETE FINISHER	\$34.5665	\$2,765.32	\$5,991.34	\$71,898.32
20	F560CF	CONCRETE FINISHER/LD (1)	\$36.0665	\$2,885.32	\$6,251.33	\$75,018.32

**NOTES:**

(1) Receives lead differential, changed from \$1.00 to \$1.50 per hour effective 7/1/22.

- As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.
- 6 month probationary period effective 7/1/96



**PAY PLAN CODE:** Electricians

ELECTRICIANS								
Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
05	F525CA	CRAFTS ASSISTANT			\$19.5396	\$1,563.17	\$3,386.76	\$40,642.42
10	F524GR	GROUNDSMAN			\$24.1963	\$1,935.70	\$4,193.89	\$50,328.20
20	F525SA	TRAFFIC SIGNAL AIDE	ENTRY	43.4%	\$15.0085	\$1,200.68	\$2,601.39	\$31,217.68
	F525EI	COMM & SAFETY EQUIP INSTALLER	6 MOS	51.4%	\$17.7666	\$1,421.33	\$3,079.45	\$36,954.58
		(TOP IS 70% OF GRADE 40)	12 MOS	70.0%	\$24.1970	\$1,935.76	\$4,194.02	\$50,329.76
25	F512BM	BUILDING MAINT MECHANIC			\$29.2515	\$2,340.12	\$5,070.10	\$60,843.12
40	F521EM	MNT ELECTRICIAN			\$34.5665	\$2,765.32	\$5,991.34	\$71,898.32
	F521EF	FIRE MNT ELECTRICIAN						
	F521EW	MNT ELECTRICIAN/WTP						
	F521PR	POLICE RADIO TECH						
	F521AC	AIR COND/REF SERV TECH						
	F521ST	TRAFFIC SIGNAL TECHNICIAN						

**PAY PLAN CODE:** Electricians

ELECTRICIANS								
Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
46	F520FC	OPER-1ST CLASS STEAM/REF			\$35.8670	\$2,869.36	\$6,216.76	\$74,603.36
50	F520EM	MNT ELECTRICIAN/LD (1)			\$36.2201	\$2,897.61	\$6,277.96	\$75,337.86
	F520EF	FIRE MNT ELECTRICIAN/LD (1)						
	F520EW	MNT ELECTRICIAN/WTP/LD (1)						
	F520PR	POLICE RADIO TECH/LD (1)						
	F520AC	AIR COND/REF SERV TECH/LD (1)						
30	F522AC	APP AC/REF SVC TECH	ENTRY	50.0%	\$17.2833	\$1,382.66	\$2,995.67	\$35,949.16
	F522PR	APP POLICE RADIO TECH	6 MOS	55.0%	\$19.0114	\$1,520.91	\$3,295.20	\$39,543.66
	F522ST	APP SIGNAL TECH	12 MOS	65.0%	\$22.4685	\$1,797.48	\$3,894.42	\$46,734.48
			18 MOS	70.0%	\$24.1963	\$1,935.70	\$4,193.89	\$50,328.20
			24 MOS	75.0%	\$25.9245	\$2,073.96	\$4,493.44	\$53,922.96
			30 MOS	80.0%	\$27.6531	\$2,212.25	\$4,793.06	\$57,518.50
			36 MOS	85.0%	\$29.3816	\$2,350.53	\$5,092.66	\$61,113.78
			42 MOS	90.0%	\$31.1096	\$2,488.77	\$5,392.17	\$64,708.02
			48 MOS	100.0%	\$34.5665	\$2,765.32	\$5,991.34	\$71,898.32

**NOTES:**

(1) Receives lead differential, changed from \$1.00 to \$1.50 per hour effective 7/1/22.

- As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.
- 6 month probationary period effective 7/1/96.

**Painters Local 49** Code 0049**PAY PLAN CODE:** Painters

PAINTERS								
Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
20	F561PA	PAINTER			\$34.5665	\$2,765.32	\$5,991.34	\$71,898.32
	F561PE	SIGNS & MARKING PAINTER						
30	F560PA	PAINTER/LD (1)			\$36.0665	\$2,885.32	\$6,251.33	\$75,018.32
	F560PE	SIGNS & MARKING PAINTER/LD (1)						
10	F562PA	PAINTER/ APPRENTICE (TOP IS 85% OF GRADE 20)	ENTRY	45%	\$15.5550	\$1,244.40	\$2,696.12	\$32,354.40
			6 MOS	55%	\$19.0116	\$1,520.93	\$3,295.25	\$39,544.18
			12 MOS	65%	\$22.4681	\$1,797.45	\$3,894.36	\$46,733.70
			18 MOS	70%	\$24.1969	\$1,935.75	\$4,194.00	\$50,329.50
			24 MOS	75%	\$25.9250	\$2,074.00	\$4,493.53	\$53,924.00
			30 MOS	85%	\$29.3816	\$2,350.53	\$5,092.66	\$61,113.78

**NOTES:**

(1) Receives lead differential, changed from \$1.00 to \$1.50 per hour effective 7/1/22.

- As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.
- 6 month probationary period effective 7/1/96

**Plumbers Local 17** Code 0345**PAY PLAN CODE:** Plumbers

PLUMBERS						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F561PL	MNT PLUMBER	\$36.5776	\$2,926.21	\$6,339.93	\$76,081.46
20	F560PL	MNT PLUMBER/LD (1)	\$38.0776	\$3,046.21	\$6,599.92	\$79,201.46

**NOTES:**

(1) Receives lead differential, changed from \$1.00 to \$1.50 per hour effective 7/1/22.

- As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.
- 6 month probationary period effective 7/1/96

Roofers Local 115 Code 0115

PAY PLAN CODE: Roofers

ROOFERS						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F561RF	ROOFER	\$34.5665	\$2,765.32	\$5,991.34	\$71,898.32
20	F560RF	ROOFER/LD (1)	\$36.0665	\$2,885.32	\$6,251.33	\$75,018.32

- NOTES:**
- (1) Receives lead differential, changed from \$1.00 to \$1.50 per hour effective 7/1/22.
  - As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.
  - 6 month probationary period effective 7/1/96





*City of*  
**MEMPHIS**  
HUMAN RESOURCES

CITY OF MEMPHIS

