

**Management Salary Schedule
Effective October 1, 2018 (FY19-FY20)**

Grade	Minimum	Mid-Point	Maximum
K-29	\$131,736	\$147,528	\$163,344
K-28	\$124,152	\$139,056	\$153,936
K-27	\$116,568	\$130,560	\$144,552
K-26	\$109,032	\$122,112	\$135,192
K-25	\$101,448	\$113,616	\$125,808
K-24	\$93,864	\$105,144	\$116,400
K-23	\$86,304	\$96,648	\$107,016
K-22	\$78,720	\$88,176	\$97,608
K-21	\$68,592	\$76,824	\$85,032

Annual Salary for Exempt Positions

**Non-Represented: Administrative/Support and Professional/Technical Positions
Effective July 1, 2018 (FY2019)**

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
GE24		\$80,691.00	\$83,109.00	\$85,585.50	\$88,159.50	\$90,811.50	\$93,541.50	\$96,369.00	\$98,787.00	\$101,244.00
GE23		\$79,092.00	\$81,451.50	\$83,889.00	\$86,404.50	\$88,998.00	\$91,669.50	\$94,419.00	\$96,778.50	\$99,216.00
GE22		\$73,846.50	\$76,069.50	\$78,351.00	\$80,730.00	\$83,128.50	\$85,605.00	\$88,179.00	\$90,402.00	\$92,664.00
GE21		\$68,971.50	\$71,097.00	\$73,203.00	\$75,406.50	\$77,649.00	\$79,989.00	\$82,407.00	\$84,454.50	\$86,560.50
GE20		\$64,369.50	\$66,261.00	\$68,230.50	\$70,317.00	\$72,403.50	\$74,587.50	\$76,810.50	\$78,721.50	\$80,691.00
GE19		\$58,597.50	\$60,372.00	\$62,166.00	\$64,018.50	\$65,988.00	\$67,938.00	\$69,966.00	\$71,721.00	\$73,534.50
GE18		\$53,391.00	\$54,970.50	\$56,628.00	\$58,324.50	\$60,079.50	\$61,893.00	\$63,745.50	\$65,344.50	\$66,982.50
GE17		\$51,753.00	\$53,313.00	\$54,912.00	\$56,550.00	\$58,246.50	\$59,982.00	\$61,795.50	\$63,336.00	\$64,915.50
GE16		\$50,251.50	\$51,772.50	\$53,313.00	\$54,931.50	\$56,569.50	\$58,266.00	\$60,001.50	\$61,503.00	\$63,063.00
GE15		\$47,326.50	\$48,769.50	\$50,212.50	\$51,733.50	\$53,274.00	\$54,892.50	\$56,530.50	\$57,934.50	\$59,377.50
GE14		\$43,134.00	\$44,440.50	\$45,747.00	\$47,131.50	\$48,535.50	\$50,017.50	\$51,480.00	\$52,767.00	\$54,093.00
GE13		\$39,682.50	\$40,911.00	\$42,120.00	\$43,368.00	\$44,694.00	\$46,020.00	\$47,385.00	\$48,574.50	\$49,783.50
GE12		\$36,211.50	\$37,303.50	\$38,434.50	\$39,585.00	\$40,774.50	\$42,003.00	\$43,231.50	\$44,343.00	\$45,435.00
GE11		\$33,676.50	\$34,671.00	\$35,763.00	\$36,816.00	\$37,888.50	\$39,039.00	\$40,228.50	\$41,223.00	\$42,256.50

Hourly Rates for Non-Exempt Positions (37.5 Hours)

Non-Represented: Administrative/Support and Professional/Technical Positions
Effective July 1, 2018 (FY2019)

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
G24		\$41.38	\$42.62	\$43.89	\$45.21	\$46.57	\$47.97	\$49.42	\$50.66	\$51.92
G23		\$40.56	\$41.77	\$43.02	\$44.31	\$45.64	\$47.01	\$48.42	\$49.63	\$50.88
G22		\$37.87	\$39.01	\$40.18	\$41.40	\$42.63	\$43.90	\$45.22	\$46.36	\$47.52
G21		\$35.37	\$36.46	\$37.54	\$38.67	\$39.82	\$41.02	\$42.26	\$43.31	\$44.39
G20		\$33.01	\$33.98	\$34.99	\$36.06	\$37.13	\$38.25	\$39.39	\$40.37	\$41.38
G19		\$30.05	\$30.96	\$31.88	\$32.83	\$33.84	\$34.84	\$35.88	\$36.78	\$37.71
G18		\$27.38	\$28.19	\$29.04	\$29.91	\$30.81	\$31.74	\$32.69	\$33.51	\$34.35
G17		\$26.54	\$27.34	\$28.16	\$29.00	\$29.87	\$30.76	\$31.69	\$32.48	\$33.29
G16		\$25.77	\$26.55	\$27.34	\$28.17	\$29.01	\$29.88	\$30.77	\$31.54	\$32.34
G15		\$24.27	\$25.01	\$25.75	\$26.53	\$27.32	\$28.15	\$28.99	\$29.71	\$30.45
G14		\$22.12	\$22.79	\$23.46	\$24.17	\$24.89	\$25.65	\$26.40	\$27.06	\$27.74
G13		\$20.35	\$20.98	\$21.60	\$22.24	\$22.92	\$23.60	\$24.30	\$24.91	\$25.53
G12		\$18.57	\$19.13	\$19.71	\$20.30	\$20.91	\$21.54	\$22.17	\$22.74	\$23.30
G11		\$17.27	\$17.78	\$18.34	\$18.88	\$19.43	\$20.02	\$20.63	\$21.14	\$21.67

Hourly Rates for Non-Exempt Positions (40 Hours)

Non-Represented: Professional and Technical Salary Schedule
Effective July 1, 2018 (FY2019)

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
GU24		\$38.79	\$39.96	\$41.15	\$42.38	\$43.66	\$44.97	\$46.33	\$47.49	\$48.68
GU23		\$38.03	\$39.16	\$40.33	\$41.54	\$42.79	\$44.07	\$45.39	\$46.53	\$47.70
GU22		\$35.50	\$36.57	\$37.67	\$38.81	\$39.97	\$41.16	\$42.39	\$43.46	\$44.55
GU21		\$33.16	\$34.18	\$35.19	\$36.25	\$37.33	\$38.46	\$39.62	\$40.60	\$41.62
GU20		\$30.95	\$31.86	\$32.80	\$33.81	\$34.81	\$35.86	\$36.93	\$37.85	\$38.79
GU19		\$28.17	\$29.03	\$29.89	\$30.78	\$31.73	\$32.66	\$33.64	\$34.48	\$35.35
GU18		\$25.67	\$26.43	\$27.23	\$28.04	\$28.88	\$29.76	\$30.65	\$31.42	\$32.20
GU17		\$24.88	\$25.63	\$26.40	\$27.19	\$28.00	\$28.84	\$29.71	\$30.45	\$31.21
GU16		\$24.16	\$24.89	\$25.63	\$26.41	\$27.20	\$28.01	\$28.85	\$29.57	\$30.32
GU15		\$22.75	\$23.45	\$24.14	\$24.84	\$25.61	\$26.39	\$27.18	\$27.85	\$28.55
GU14		\$20.74	\$21.37	\$21.99	\$22.66	\$23.33	\$24.05	\$24.75	\$25.37	\$26.01
GU13		\$19.08	\$19.67	\$20.25	\$20.85	\$21.49	\$22.13	\$22.78	\$23.35	\$23.93
GU12		\$17.41	\$17.93	\$18.48	\$19.03	\$19.60	\$20.19	\$20.78	\$21.32	\$21.84
GU11		\$16.19	\$16.67	\$17.19	\$17.70	\$18.22	\$18.77	\$19.34	\$19.82	\$20.32

Hourly Rates for Non-Exempt Positions (37.5 Hours)

ITWA: Administrative/Support and Professional/Technical Positions

Effective July 1, 2017 (FY2018)

Grade	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
I-24	\$40.37	\$41.58	\$42.82	\$44.11	\$45.43	\$46.80	\$48.21	\$49.42	\$50.65
I-23	\$39.57	\$40.75	\$41.97	\$43.23	\$44.53	\$45.86	\$47.24	\$48.42	\$49.64
I-22	\$36.95	\$38.06	\$39.20	\$40.39	\$41.59	\$42.83	\$44.12	\$45.23	\$46.36
I-21	\$34.51	\$35.57	\$36.62	\$37.73	\$38.85	\$40.02	\$41.23	\$42.25	\$43.31
I-20	\$32.20	\$33.15	\$34.14	\$35.18	\$36.22	\$37.32	\$38.43	\$39.39	\$40.37
I-19	\$29.32	\$30.20	\$31.10	\$32.03	\$33.01	\$33.99	\$35.00	\$35.88	\$36.79
I-18	\$26.71	\$27.50	\$28.33	\$29.18	\$30.06	\$30.97	\$31.89	\$32.69	\$33.51
I-17	\$25.89	\$26.67	\$27.47	\$28.29	\$29.14	\$30.01	\$30.92	\$31.69	\$32.48
I-16	\$25.14	\$25.90	\$26.67	\$27.48	\$28.30	\$29.15	\$30.02	\$30.77	\$31.55
I-15	\$23.68	\$24.40	\$25.12	\$25.88	\$26.65	\$27.46	\$28.28	\$28.99	\$29.71
I-14	\$21.58	\$22.23	\$22.89	\$23.58	\$24.28	\$25.02	\$25.76	\$26.40	\$27.06
I-13	\$19.85	\$20.47	\$21.07	\$21.70	\$22.36	\$23.02	\$23.71	\$24.30	\$24.91
I-12	\$18.12	\$18.66	\$19.23	\$19.80	\$20.40	\$21.01	\$21.63	\$22.19	\$22.73
I-11	\$16.85	\$17.35	\$17.89	\$18.42	\$18.96	\$19.53	\$20.13	\$20.62	\$21.14

Annual Salary for Exempt Positions

ITWA: Administrative/Support and Professional/Technical Positions

Effective July 1, 2017 (FY2018)

Grade	Step 3	4	5	6	7	8	9	10	11
IE-24	\$78,721.50	\$81,081.00	\$83,499.00	\$86,014.50	\$88,588.50	\$91,260.00	\$94,009.50	\$96,369.00	\$98,767.50
IE-23	\$77,161.50	\$79,462.50	\$81,841.50	\$84,298.50	\$86,833.50	\$89,427.00	\$92,118.00	\$94,419.00	\$96,798.00
IE-22	\$72,052.50	\$74,217.00	\$76,440.00	\$78,760.50	\$81,100.50	\$83,518.50	\$86,034.00	\$88,198.50	\$90,402.00
IE-21	\$67,294.50	\$69,361.50	\$71,409.00	\$73,573.50	\$75,757.50	\$78,039.00	\$80,398.50	\$82,387.50	\$84,454.50
IE-20	\$62,790.00	\$64,642.50	\$66,573.00	\$68,601.00	\$70,629.00	\$72,774.00	\$74,938.50	\$76,810.50	\$78,721.50
IE-19	\$57,174.00	\$58,890.00	\$60,645.00	\$62,458.50	\$64,369.50	\$66,280.50	\$68,250.00	\$69,966.00	\$71,740.50
IE-18	\$52,084.50	\$53,625.00	\$55,243.50	\$56,901.00	\$58,617.00	\$60,391.50	\$62,185.50	\$63,745.50	\$65,344.50
IE-17	\$50,485.50	\$52,006.50	\$53,566.50	\$55,165.50	\$56,823.00	\$58,519.50	\$60,294.00	\$61,795.50	\$63,336.00
IE-16	\$49,023.00	\$50,505.00	\$52,006.50	\$53,586.00	\$55,185.00	\$56,842.50	\$58,539.00	\$60,001.50	\$61,522.50
IE-15	\$46,176.00	\$47,580.00	\$48,984.00	\$50,466.00	\$51,967.50	\$53,547.00	\$55,146.00	\$56,530.50	\$57,934.50
IE-14	\$42,081.00	\$43,348.50	\$44,635.50	\$45,981.00	\$47,346.00	\$48,789.00	\$50,232.00	\$51,480.00	\$52,767.00
IE-13	\$38,707.50	\$39,916.50	\$41,086.50	\$42,315.00	\$43,602.00	\$44,889.00	\$46,234.50	\$47,385.00	\$48,574.50
IE-12	\$35,334.00	\$36,387.00	\$37,498.50	\$38,610.00	\$39,780.00	\$40,969.50	\$42,178.50	\$43,270.50	\$44,323.50
IE-11	\$32,857.50	\$33,832.50	\$34,885.50	\$35,919.00	\$36,972.00	\$38,083.50	\$39,253.50	\$40,209.00	\$41,223.00

Hourly Rates for Non-Exempt Positions (40 Hours)

NIPEA: Public Works Salary Schedule

Effective July 1, 2017 (FY2018)

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
W7		\$28.10	\$28.93	\$29.79	\$30.45	\$31.42	\$32.41	\$33.36
W6	\$25.64	\$26.39	\$27.18	\$27.98	\$28.82	\$29.47	\$30.08	\$30.71
W5	\$23.76	\$24.46	\$25.17	\$25.92	\$26.69	\$27.29	\$27.86	\$28.43
W4	\$22.14	\$22.81	\$23.47	\$24.17	\$24.89	\$25.53	\$26.07	\$26.60
W3	\$20.82	\$21.43	\$22.06	\$22.71	\$23.39	\$24.11	\$24.51	\$24.94
W2		\$19.43	\$20.14	\$20.91	\$21.71	\$22.61	\$23.00	\$23.40

Hourly Rates for Non-Exempt Positions (40 Hours)

BCTIA: Public Facilities -- Trades

Effective July 1, 2017 (FY2018)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	\$29.98	\$30.88	\$31.79	\$32.73	\$33.54	\$34.36	\$35.22	\$36.08
BT3	\$26.29	\$27.07	\$27.88	\$28.70	\$29.41	\$30.14	\$30.89	\$31.64
BT2	\$23.93	\$24.63	\$25.37	\$26.12	\$26.76	\$27.43	\$28.09	\$28.80
BT1	\$21.79	\$22.42	\$23.10	\$23.77	\$24.36	\$24.96	\$25.57	\$26.20

Hourly Rates for Non-Exempt Positions (40 Hours)

BCTIA: Public Facilities -- Custodians

Effective July 1, 2017 (FY2018)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC3	\$23.36	\$24.03	\$24.71	\$25.42	\$26.02	\$26.64	\$27.28	\$27.93
BC2	\$22.26	\$22.89	\$23.55	\$24.22	\$24.80	\$25.39	\$26.00	\$26.61
BC1	\$19.41	\$19.97	\$20.52	\$21.11	\$21.61	\$22.13	\$22.66	\$23.19

Hourly Rates for Non-Exempt Positions (40 Hours)

Police Unit A: Officers and Sargeants

Effective July 1, 2018 (FY2019)

GRADE	MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
P-2			\$33.02	\$34.24	\$35.56	\$36.95	\$37.68	\$38.43	\$39.20
P-1	\$23.07	\$24.18	\$25.34	\$26.57	\$27.87	\$29.23	\$30.64	\$31.26	\$31.88

Annual Salary for Exempt Positions

Police Superior Officers: Lieutenants

Effective July 1, 2018 (FY2019)

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Lieutenant	\$113,468	\$116,588	\$119,794	\$123,088	\$126,473

Hourly Rates for Non-Exempt Positions (42 Hours)

Fire Unit A

Effective July 1, 2018 (FY2019)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Firefighter		\$23.88	\$25.08	\$26.32	\$27.65	\$29.03	\$30.50	\$31.11	\$31.74
Lieutenant				\$31.70	\$33.03	\$34.38	\$36.11	\$36.83	\$37.58
Captain						\$37.37	\$39.25	\$40.05	\$40.86

Hourly Rates for Non-Exempt Positions (40 Hours)

Fire Unit A

Effective July 1, 2018 (FY2019)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Fire Inspector		\$25.08	\$26.32	\$27.64	\$29.02	\$30.47	\$32.00	\$32.65	\$33.31
EMS Administrator		\$25.08	\$26.32	\$27.64	\$29.02	\$30.47	\$32.00	\$32.65	\$33.31

Hourly Rates for Non-Exempt Positions (42 Hours)

Fire Unit C

Effective July 1, 2018 (FY2019)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Deputy Chief				\$39.33	\$41.07	\$42.76	\$44.89	\$46.71

Hourly Rates for Non-Exempt Positions (40 Hours)

Fire Unit C

Effective July 1, 2018 (FY2019)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Deputy Chief of Operations						\$49.32	\$51.83	\$53.91