

# CITY OF MEMPHIS

## FY21 EMPLOYEE PAY PLAN

Effective July 1, 2020 – June 30, 2021





# Letter From the Mayor

Dear Colleague:

It is time for the 2021 salary policy and pay plans for your Benefits. Our Division of Human Resources continues its dedication to attract, develop, equip, and retain employees.

In the past few years, we have worked to create a benefits package that brings the most value for the lowest cost of any plan of a comparable sized organization—in the Memphis metro area and across similar municipalities. Our premiums are still competitive regionally, and our deductibles are still extremely reasonable. This means we are able to provide more choice, lower premiums, and better wellness programs—all while staying within our healthcare budget.

Enclosed are all the details of our program. Please take the time to review these documents with your family to make the best decisions for your needs. Thank you for your service and hard work to make Memphis a better place for every Memphian, every day.

Yours,

A handwritten signature in black ink, reading "Jim Strickland". The signature is stylized, with a large "J" and "S".

Jim Strickland  
Mayor





# Letter From the Chief

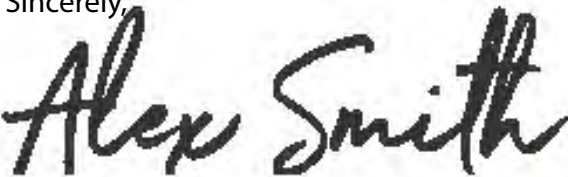
City of Memphis Employees,

I am pleased to present the City of Memphis FY21 salary policy and pay plans that were approved by the Memphis City Council. The enclosed plans will take effect July 1, 2020. The salary policy and pay plans reflect our commitment to be both appealing to new talent and fair to our employees.

In addition to salary and pay, the Division of Human Resources will continue to seek employee benefits programs that positively impact the lives of employees and allow us to attract and retain top talent at the City of Memphis.

Please review the FY21 salary policy and pay plans. If you have questions about compensation or the enclosed plans, please email [compensation@memphistn.gov](mailto:compensation@memphistn.gov).

Sincerely,

A handwritten signature in black ink that reads "Alex Smith". The signature is written in a cursive, flowing style.

Alex Smith  
Chief Human Resources Office



## Table of Contents

SALARY POLICY	
Administrative Salary Policy.....	4
PAY RANGES	
EXECUTIVE ( 24 - 21).....	7
E ( 20 – 17 ).....	8
General ( 16 – 9 ) .....	9
SPECIAL MARKET 1.....	10
General Services / Supervisory.....	11
Public Works / Supervisory .....	12
Technician .....	13
AFSCME .....	14
Main.....	16
General and Clerical.....	17
Property Evidence .....	18
Code Enforcement .....	19
Survey .....	20
FIRE .....	21
IAFF Local .....	22
Special Market 3.....	23
POLICE.....	24
MPA Local .....	25
Special Market 4.....	26
Police Dispatch.....	27
OPERATING ENGINEERS.....	28
Animal Shelter .....	29
Water Treatment .....	30
Heavy Equipment.....	32
Construction Inspection.....	33
MACHINISTS.....	34
CRAFTS.....	36
Bricklayers.....	37
Carpenters.....	38
Cement Masons .....	39
Electricians .....	40
Painters .....	41
Plumbers .....	42
Roofers .....	43

**CITY OF MEMPHIS  
ADMINISTRATIVE SALARY POLICY  
JULY 1, 2020**

There are no changes in the current 2020 Administrative Salary Policy. Therefore, the approved July 1, 2019 policy is carried over into 2020.

**The following Salary Policy was approved and effective on July 1, 2019.** 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, 2019, equal to one percent (1%) for Non-Represented and other Represented and (4%) for MPA, IAFF, and CWA, with exceptions being noted on the appendix to this policy.

#### **A. 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.

Pay rates for certain grant-funded positions (such as MMI) that are coded as contingent will be determined and approved by their respective board or controlling authority, initiated by their division, and processed by individual transactions approved through the HR system.

##### **4. CONTINGENT EMPLOYEES**

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

School Crossing Guard and Traffic Aide (Contingent) pay rates will be adjusted by the 1% general pay increase effective July 1, 2019. School Crossing Guards or Traffic Aides not currently working will receive an increase in their pay rate when they return to work.

5. APPOINTED EMPLOYEES

Employees in an appointed status (regular, full-time) **will** be eligible to receive the general pay increase.

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.

## II. REVISED PAY PLANS

Pay plans have been revised effective July 1, 2019, 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 and "E" grades will not be adjusted. All general grades will remain the same. Compensation will conduct a salary survey for the next fiscal year to determine if an increase is warranted to include the minimum, midpoint, 104% level, and maximum rates.

### 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.

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

**C. MINIMUM RATE ADJUSTMENTS**

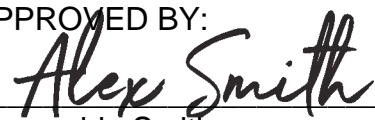
The pay rates for regular, full-time employees that are below the minimum rates of the new salary ranges on July 1, 2019, will be adjusted to the new minimum rates.

**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, 2019 Salary Policy, you may contact the Compensation/Records Administration Service Center at [Compensation@memphistn.gov](mailto:Compensation@memphistn.gov).

APPROVED BY:

A handwritten signature in black ink that reads "Alex Smith". The signature is written in a cursive, flowing style. It is positioned above a horizontal line.

Alexandria Smith

Chief Human Resources Officer



## EXECUTIVE PAY RANGES

EFFECTIVE JULY 1, 2019

<u>GRADE</u>	<u>RATE PER:</u>	<u>MINIMUM</u>	<u>1ST QUARTILE</u>	<u>MIDPOINT</u>	<u>3RD QUARTILE</u>	<u>MAXIMUM</u>
<b>Executive.24</b>	ANNUAL	\$161,188.30	\$181,336.87	\$201,485.44	\$221,634.01	\$241,782.58
	MONTHLY	\$13,432.36	\$15,111.41	\$16,790.45	\$18,469.50	\$20,148.55
	PAY PERIOD	\$6,199.55	\$6,974.50	\$7,749.44	\$8,524.39	\$9,299.33
	HOURLY	\$77.49	\$87.18	\$96.87	\$106.55	\$116.24
<b>Executive.23</b>	ANNUAL	\$134,323.80	\$151,114.21	\$167,904.62	\$184,695.03	\$201,485.44
	MONTHLY	\$11,193.65	\$12,592.85	\$13,992.05	\$15,391.25	\$16,790.45
	PAY PERIOD	\$5,166.30	\$5,812.08	\$6,457.87	\$7,103.66	\$7,749.44
	HOURLY	\$64.58	\$72.65	\$80.72	\$88.80	\$96.87
<b>Executive.22</b>	ANNUAL	\$121,670.12	\$133,837.08	\$146,004.04	\$158,171.00	\$170,337.96
	MONTHLY	\$10,139.18	\$11,153.09	\$12,167.00	\$13,180.92	\$14,194.83
	PAY PERIOD	\$4,679.62	\$5,147.58	\$5,615.54	\$6,083.50	\$6,551.46
	HOURLY	\$58.50	\$64.34	\$70.19	\$76.04	\$81.89
<b>Executive.21</b>	ANNUAL	\$105,800.24	\$116,380.16	\$126,960.08	\$137,540.13	\$148,120.18
	MONTHLY	\$8,816.69	\$9,698.35	\$10,580.01	\$11,461.68	\$12,343.35
	PAY PERIOD	\$4,069.24	\$4,476.16	\$4,883.08	\$5,290.00	\$5,696.93
	HOURLY	\$50.87	\$55.95	\$61.04	\$66.13	\$71.21

"E" PAY RANGES

EFFECTIVE JULY 1, 2019

<u>GRADE</u>	<u>RATE PER:</u>	<u>MINIMUM</u>	<u>1ST QUARTILE</u>	<u>MIDPOINT</u>	<u>3RD QUARTILE</u>	<u>MAXIMUM</u>
E20	ANNUAL	\$98,859.02	\$105,038.31	\$111,217.60	\$117,395.72	\$123,573.84
	MONTHLY	\$8,238.25	\$8,753.19	\$9,268.13	\$9,782.98	\$10,297.82
	PAY PERIOD	\$3,802.27	\$4,039.94	\$4,277.60	\$4,515.22	\$4,752.84
	HOURLY	\$47.53	\$50.50	\$53.47	\$56.44	\$59.41
E19	ANNUAL	\$87,100.52	\$94,177.46	\$101,254.40	\$108,331.21	\$115,408.02
	MONTHLY	\$7,258.38	\$7,848.13	\$8,437.87	\$9,027.61	\$9,617.34
	PAY PERIOD	\$3,350.02	\$3,622.21	\$3,894.40	\$4,166.59	\$4,438.77
	HOURLY	\$41.88	\$45.28	\$48.68	\$52.08	\$55.48
E18	ANNUAL	\$76,909.82	\$84,599.71	\$92,289.60	\$99,981.70	\$107,673.80
	MONTHLY	\$6,409.15	\$7,049.98	\$7,690.80	\$8,331.81	\$8,972.82
	PAY PERIOD	\$2,958.07	\$3,253.84	\$3,549.60	\$3,845.45	\$4,141.30
	HOURLY	\$36.98	\$40.67	\$44.37	\$48.07	\$51.77
E17	ANNUAL	\$68,061.76	\$76,140.48	\$84,219.20	\$92,305.20	\$100,391.20
	MONTHLY	\$5,671.81	\$6,345.04	\$7,018.27	\$7,692.10	\$8,365.93
	PAY PERIOD	\$2,617.76	\$2,928.48	\$3,239.20	\$3,550.20	\$3,861.20
	HOURLY	\$32.72	\$36.61	\$40.49	\$44.38	\$48.27

Prepared by Compensation 6/03/19

Salary Ranges Established: 7/1/06; 7/1/08 - 3-5% range adjustment; 7/1/09-2% adj; 7/16/11-Min -4.6%; 7/1/13-Min Restored; 1/1/16 - 1%; 7/1/16 - Mins 1%; 07/1/17-No Adj, 07/01/18 19 - No Adj;

## GENERAL PAY RANGES

EFFECTIVE JULY 1, 2019

GRADE RATE PER:		MINIMUM	1ST QUARTILE	MIDPOINT	3RD QUARTILE	MAXIMUM
16	ANNUAL	\$60,365.24	\$68,662.62	\$76,960.00	\$85,259.20	\$93,558.40
	MONTHLY	\$5,030.44	\$5,721.89	\$6,413.33	\$7,104.93	\$7,796.53
	PAY PERIOD	\$2,321.74	\$2,640.87	\$2,960.00	\$3,279.20	\$3,598.40
	HOURLY	\$29.02	\$33.01	\$37.00	\$40.99	\$44.98
15	ANNUAL	\$53,660.36	\$60,900.58	\$68,140.80	\$75,389.60	\$82,638.40
	MONTHLY	\$4,471.70	\$5,075.05	\$5,678.40	\$6,282.47	\$6,886.53
	PAY PERIOD	\$2,063.86	\$2,342.33	\$2,620.80	\$2,899.60	\$3,178.40
	HOURLY	\$25.80	\$29.28	\$32.76	\$36.25	\$39.73
14	ANNUAL	\$47,910.20	\$54,260.70	\$60,611.20	\$66,955.20	\$73,299.20
	MONTHLY	\$3,992.52	\$4,521.73	\$5,050.93	\$5,579.60	\$6,108.27
	PAY PERIOD	\$1,842.70	\$2,086.95	\$2,331.20	\$2,575.20	\$2,819.20
	HOURLY	\$23.03	\$26.09	\$29.14	\$32.19	\$35.24
13	ANNUAL	\$42,966.30	\$48,554.35	\$54,142.40	\$59,727.20	\$65,312.00
	MONTHLY	\$3,580.53	\$4,046.20	\$4,511.87	\$4,977.27	\$5,442.67
	PAY PERIOD	\$1,652.55	\$1,867.48	\$2,082.40	\$2,297.20	\$2,512.00
	HOURLY	\$20.66	\$23.34	\$26.03	\$28.72	\$31.40
12	ANNUAL	\$38,701.52	\$43,634.76	\$48,568.00	\$53,508.00	\$58,448.00
	MONTHLY	\$3,225.13	\$3,636.23	\$4,047.33	\$4,459.00	\$4,870.67
	PAY PERIOD	\$1,488.52	\$1,678.26	\$1,868.00	\$2,058.00	\$2,248.00
	HOURLY	\$18.61	\$20.98	\$23.35	\$25.73	\$28.10
11	ANNUAL	\$35,883.12	\$40,374.36	\$44,865.60	\$49,348.00	\$53,830.40
	MONTHLY	\$2,990.26	\$3,364.53	\$3,738.80	\$4,112.34	\$4,485.87
	PAY PERIOD	\$1,380.12	\$1,552.86	\$1,725.60	\$1,898.00	\$2,070.40
	HOURLY	\$17.25	\$19.41	\$21.57	\$23.73	\$25.88
10	ANNUAL	\$33,852.00	\$37,996.40	\$42,140.80	\$46,290.40	\$50,440.00
	MONTHLY	\$2,821.00	\$3,166.37	\$3,511.73	\$3,857.53	\$4,203.33
	PAY PERIOD	\$1,302.00	\$1,461.40	\$1,620.80	\$1,780.40	\$1,940.00
	HOURLY	\$16.28	\$18.27	\$20.26	\$22.26	\$24.25
9	ANNUAL	\$32,240.00	\$36,108.80	\$39,977.60	\$43,846.40	\$47,715.20
	MONTHLY	\$2,686.67	\$3,009.07	\$3,331.47	\$3,653.87	\$3,976.27
	PAY PERIOD	\$1,240.00	\$1,388.80	\$1,537.60	\$1,686.40	\$1,835.20
	HOURLY	\$15.50	\$17.36	\$19.22	\$21.08	\$22.94

# SPECIAL MARKET



*City of*  
**MEMPHIS**

## SPECIAL MARKET 1      GENERAL SERVICES - SUPERVISORY

EFFECTIVE

July 1, 2019

PAY PLAN CODE: Spec Mkt 1

GRADE	JCC #	JOB TITLE	HOURLY	PAY		MONTHLY	ANNUALLY
				PERIOD			
16A	F100FS	MANAGER-FLEET SERVICES	\$37.7511	\$3,020.09		\$6,543.33	\$78,522.34
	F102FF	MANAGER-FINANCE FLEET					
13C	F061PR	GEN FOREMAN - PROPERTY MAINT	\$36.4184	\$2,913.47		\$6,312.32	\$75,750.22
12C	F070AM	FOREMAN - AUTO MECHANIC	\$35.9535	\$2,876.28		\$6,231.75	\$74,783.28
12B	F112CS	SUPER - PROPERTY MAINT CRAFT	\$34.2188	\$2,737.50		\$5,931.07	\$71,175.00
11B	F242SF	SERVICE ADVISOR	\$34.2414	\$2,739.31		\$5,934.99	\$71,222.06

Prepared by Compensation 06/04/19

Last Adjustment: 7/1/09 - 3%; 7/16/11-4.6% reduct; 7/1/13-4.6% restore; 1/1/16 - 1%; 7/1/16-1.5%; 07/1/17-1%; 8/14/17-Add Advisor and AutoForemen; 7/1/18-FleetMgr 3.6%,AutoForeman Adv 3.7%; 7/1/19-1%



**PAY PLAN CODE: Spec Mkt**

<u>GRADE 1</u>	<u>JCC#</u>	<u>JOB TITLE</u>	<u>HOURLY</u>	<u>PAY PERIOD</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>
15A	F101MM	MGR-WTP-MNT	\$38.4616	\$3,076.93	\$6,666.48	\$80,000.18
	F101WP	MGR-WTP-PROCESSING				
	F102LS	MGR-LIFT_FLOOD MNT				
	F100ML	MGR-WTP LABORATORY				
14D	F110WP	SUPER-WTP OPERATIONS	\$36.6300	\$2,930.40	\$6,349.00	\$76,190.40
14B	F102CM	MGR-COLLECTION_SW	\$35.5806	\$2,846.45	\$6,167.12	\$74,007.70
14A	F102SR	MGR-STREET MAINTENANCE	\$34.9024	\$2,792.19	\$6,049.56	\$72,596.94
12A	F061EI	GEN FOREMAN-WTP E & I	\$34.8858	\$2,790.86	\$6,046.68	\$72,562.36
	F062LS	GEN FOREMAN-STAT				
	F062WP	GEN FOREMAN-WTP MECHANIC				
14C	F102RC	MGR-COMPOST	\$33.8863	\$2,710.90	\$5,873.44	\$70,483.40
13A	F111SW	SUPER-SEWER MAINTENANCE	\$33.2403	\$2,659.22	\$5,761.47	\$69,139.72
	F111SM	SUPER-STREET MAINTENANCE				
	F111DR	SUPER-DRAIN MAINTENANCE				
11	F111WT	SUPER-OM_SHIFT	\$33.2245	\$2,657.96	\$5,758.74	\$69,106.96
13B	F111SC	SUPER-COLLECTION_SW	\$32.2728	\$2,581.82	\$5,593.77	\$67,127.32
11A	F112ZM	SUPER-SHIFT/PUBLIC WORKS	\$31.6575	\$2,532.60	\$5,487.13	\$65,847.60
	F111AP	SUPER-ASPHALT PLANT				
		SUPER-PUBLIC WORKS FLEET				
	F112MS	MAINT				

**NOTES**

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

Prepared by Compensation 06/04/19

Last Adjustment: 7/1/08 -5%, Super-Asphalt Plant moved to 12A; 7/1/09-3%; 1/10-added Area Imp Super; 7/16/11-4.6% reduct; 7/1/13-4.6% restore; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/17-1%

## SPECIAL MARKET 1

## TECHNICIAN

EFFECTIVE July 1, 2019

PAY PLAN CODE: Spec Mkt 1 Technician

<u>GR</u>	<u>JCC#</u>	<u>JOB TITLE</u>			<u>HOURLY</u>	<u>PAY PERIOD</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>
0	F350WW	Waste Water Treatment Trainee	ENTRY	70%	\$19.9701	\$1,597.61	\$3,461.38	\$41,537.86
		Class III License		80%	\$22.8231	\$1,825.85	\$3,955.89	\$47,472.10
		Class IV License		90%	\$25.6759	\$2,054.07	\$4,450.35	\$53,405.82
		6 months after attaining IV License		100%	\$28.5286	\$2,282.29	\$4,944.81	\$59,339.54
7C	F092CA	CRAFTS ASSISTANT	ENTRY	80%	\$13.6343	\$1,090.74	\$2,363.20	\$28,359.24
	F092BA	BLDG MAINT ASSISTANT	6 MOS	85%	\$14.4865	\$1,158.92	\$2,510.92	\$30,131.92
			12 MOS	90%	\$15.3385	\$1,227.08	\$2,658.59	\$31,904.08
			18 MOS	95%	\$16.1908	\$1,295.26	\$2,806.31	\$33,676.76
			24 MOS	100%	\$17.0429	\$1,363.43	\$2,954.01	\$35,449.18
7A	F264SK	INVENTORY CONTROL CLERK	ENTRY	80%	\$13.4533	\$1,076.26	\$2,331.82	\$27,982.76
			6 MOS	85%	\$14.2939	\$1,143.51	\$2,477.53	\$29,731.26
			12 MOS	90%	\$15.1346	\$1,210.77	\$2,623.25	\$31,480.02
			18 MOS	95%	\$15.9755	\$1,278.04	\$2,769.00	\$33,229.04
			24 MOS	100%	\$16.8164	\$1,345.31	\$2,914.75	\$34,978.06
7F	F262UC	211 CUSTOMER SPECIALIST	ENTRY	85.7%	\$17.0388	\$1,363.10	\$2,953.29	\$35,440.60
		311 CUSTOMER SPECIALIST	1-2 YRS	92.6%	\$18.4019	\$1,472.15	\$3,189.56	\$38,275.90
			2+ YRS	100%	\$19.8741	\$1,589.93	\$3,444.74	\$41,338.18
8A	F263SK	SR. INVENTORY CONTROL CLERK	ENTRY	80%	\$14.8619	\$1,188.95	\$2,575.98	\$30,912.70
			6 MOS	85%	\$15.7905	\$1,263.24	\$2,736.94	\$32,844.24
			12 MOS	90%	\$16.7195	\$1,337.56	\$2,897.96	\$34,776.56
			18 MOS	95%	\$17.6483	\$1,411.86	\$3,058.94	\$36,708.36
			24 MOS	100%	\$18.5771	\$1,486.17	\$3,219.94	\$38,640.42
7D	F264PR	PRINTER	ENTRY	87.9%	\$17.3271	\$1,386.17	\$3,003.28	\$36,040.42
			6 MOS	94.0%	\$18.5340	\$1,482.72	\$3,212.46	\$38,550.72
			12 MOS	100%	\$19.7099	\$1,576.79	\$3,416.27	\$40,996.54
7E	F092AT	AUTOMOTIVE TECHNICIAN			\$17.8511	\$1,428.09	\$3,094.10	\$37,130.34
8B	F263PS	SR. PRINTER			\$21.8510	\$1,748.08	\$3,787.39	\$45,450.08
8C	F260CL	211 CUSTOMER COORDINATOR			\$23.3960	\$1,871.68	\$4,055.18	\$48,663.68
	F260CS	311 CUSTOMER SPECIALIST LEAD						
9A	F091AC	MECH-AUTOCAD MAINTENANCE			\$25.5139	\$2,041.11	\$4,422.27	\$53,068.86
	F092BM	MECH-BLDG MAINTENANCE						
	F092CH	MECH-BLDG MAINT/CITY HALL						
9B	F244TS	311 CUSTOMER SUPERVISOR			\$28.5431	\$2,283.45	\$4,947.32	\$59,369.70
	F244OS	211 CUSTOMER SUPERVISOR						
10A	F261IT	IRRIGATION TECHNICIAN			\$29.6203	\$2,369.62	\$5,134.02	\$61,610.12

## 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



*City of*  
**MEMPHIS**

PAY PLAN CODE: AFSCME Main

GRADE	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
15	F615CU	CUSTODIAN	ENTRY	\$12.96	\$1,036.89	\$2,246.53	\$26,959.14
	F615WM	WATCHMAN	60 DAYS	\$14.00	\$1,119.95	\$2,426.48	\$29,118.70
			5 MOS	\$16.08	\$1,286.07	\$2,786.40	\$33,437.82
20	F614CK	COOK	ENTRY	\$12.96	\$1,036.89	\$2,246.53	\$26,959.14
	F614MG	MESSENGER	60 DAYS	\$14.11	\$1,128.65	\$2,445.33	\$29,344.90
			5 MOS	\$16.40	\$1,312.16	\$2,842.93	\$34,116.16
25	F614CR	CREWPERSON (1)	ENTRY	\$12.96	\$1,036.89	\$2,246.53	\$26,959.14
	F614CS	SOLID WASTE CREWPERSON (1)	60 DAYS	\$14.26	\$1,140.68	\$2,471.40	\$29,657.68
			5 MOS	\$16.85	\$1,348.25	\$2,921.12	\$35,054.50
30	F613TD	TRUCK DRIVER	ENTRY	\$12.96	\$1,036.89	\$2,246.53	\$26,959.14
	F613TS	SOLID WASTE TRUCK DRIVER	60 DAYS	\$14.27	\$1,141.49	\$2,473.15	\$29,678.74
			5 MOS	\$16.88	\$1,350.69	\$2,926.40	\$35,117.94
40	F612OE	EQUIPMENT OPERATOR	ENTRY	\$12.96	\$1,036.89	\$2,246.53	\$26,959.14
	F612CR	SEMI SKILLED CREWPERSON	60 DAYS	\$14.32	\$1,145.73	\$2,482.34	\$29,788.98
	F612TC	TRAFFIC COUNTER	5 MOS	\$17.04	\$1,363.42	\$2,953.99	\$35,448.92
50	F611SE	SPECIAL EQUIP OPERATOR	ENTRY	\$12.96	\$1,036.89	\$2,246.53	\$26,959.14
	F611TT	TREE TRIMMER	60 DAYS	\$14.43	\$1,154.12	\$2,500.52	\$30,007.12
	F611ZK	ZOOKEEPER	5 MOS	\$17.36	\$1,388.58	\$3,008.50	\$36,103.08
	F611ZC	ZOOKEEPER/CAT COUNTRY					
	F611CW	CONCRETE WKR (SEMI-SKILLED CR PER)					
	F611AS	ASPHALT LUTE/SCREW MAN (SEMI-SKILLED CR PER)					
60	F610FL	SPEC OFFICER FLAGMAN	ENTRY	\$12.96	\$1,036.89	\$2,246.53	\$26,959.14
	F610PL	PIPELAYERS (SKILLED CR PER)	60 DAYS	\$14.53	\$1,162.51	\$2,518.69	\$30,225.26
			5 MOS	\$17.67	\$1,413.74	\$3,063.01	\$36,757.24
61	F610VS	VEHICLE STORAGE SVC REP	\$0.35	(3) \$18.02	\$1,441.32	\$3,122.76	\$37,474.32
62	F611MM	MNT MECHANIC	\$0.51	(3) \$18.18	\$1,454.53	\$3,151.38	\$37,817.78
63	F611CC	CREW CHIEF (2)	\$2.32	(3) \$19.99	\$1,599.11	\$3,464.63	\$41,576.86
63	F611CS	SOLID WASTE CREW CHIEF (2)	\$2.32	(3) \$19.99	\$1,599.11	\$3,464.63	\$41,576.86
64	F610TT	TRACTOR TRAIL DRIVER	\$2.77	(3) \$20.44	\$1,635.53	\$3,543.54	\$42,523.78
68	F610SE	SPEC EQUIP OPER II (4)	\$13.07	(3) \$30.74	\$2,458.87	\$5,327.39	\$63,930.62

## NOTES

(1) Effective 8/21/95, Crewpersons in Public Works Division who hold a valid CDL may receive additional \$0.10/hour and Chiefs assigned low-entry, dual-drive, two person truck in Solid Waste Management will receive additional \$0.50/hour a (per 7/7/95 memo approved by Personnel Director) 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 additional \$1/hour adjustment (per 5/4/04 memo approved by Human Resources Director) to be paid as a license incentive separate from base pay.

(3) Indicates top pay for classification; entry and 60 day rate same as grade 60.

(4) Effective 10-14-95, pay adjusted to equal Heavy Equipment Operator. Effective 12-1-06, pay adjusted equal to Lead Equipment Operator (agreed to per settlement July, 2007).

Prepared by Compensation 6/03/19

Last Adj: 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5% (Crew Chief 5.5%); 7/1/17-1% (Crew Chief 1.5%); 07/1/18 (Crew Chief 10.25%, Mnt Mech 4.75%, Crewperson 2.75%, Truck Driver 1%); 07/01/19-1%

EFFECTIVE JULY 1, 2019

AFSCME LOCAL 1733

CODE 1733

PAY PLAN CODE: AFSCME Main

GRADE	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F602RC	COURT RECORD CLERK	ENTRY	\$12.96	\$1,036.89	\$2,246.53	\$26,959.14
			60 DAYS	\$13.74	\$1,098.82	\$2,380.70	\$28,569.32
			5 MOS	\$15.28	\$1,222.69	\$2,649.08	\$31,789.94
65	F600RC	SR DPTY COURT REC CLERK		\$19.02	\$1,521.85	\$3,297.24	\$39,568.10

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NOTES

60 Day Probationary Period

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Prepared by Compensation 6/03/19

Last Adj: 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5% (Crew Chief 5.5%); 7/1/17-1% (Crew Chief 1.5%); 07/1/18 (Crew Chief 10.25%, Mnt Mech 4.75%, Crewperson 2.75%, Truck Driver 1%); 07/01/19-1%



EFFECTIVE JULY 1, 2019

AFSCME LOCAL 1733

CLERICAL (CODE 173G)

N CODE: Clerical

<u>JCC #</u>	<u>JOB TITLE</u>	<u>GENERAL GRADE</u>	<u>HOURLY</u>	<u>ENTRY (MINIMUM) PAY RATE</u>		
				<u>PAY PERIOD</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>
F652SE	OFFICE ASSISTANT	10	\$16.28	\$1,302.00	\$2,821.00	\$33,852.00
F651GC	OFFICE SUPPORT CLERK	9	\$15.50	\$1,240.00	\$2,686.67	\$32,240.00

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.

Prepared by Compensation 06/03/19

Entry rate adjusted: 1/1/16-1%; 7/1/16-Positions retitled/regraded per MOU; 07/1/17-1% except for Support Clerk B(2%) and combined Support Clerk A and B; 7/1/18; Clerk to \$15.50 min; Assistant to \$16.275 min

EFFECTIVE JULY 1, 2019

AFSCME LOCAL 1733

PROPERTY EVIDENCE (CODE 173P)

PAY PLAN CODE: AFSCME Prop Ev

<u>GRADE</u>	<u>JCC #</u>	<u>JOB TITLE</u>	<u>ENTRY (MINIMUM) PAY RATE</u>			
			<u>HOURLY</u>	<u>PAY PERIOD</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>
10	F641PL	PHOTO LAB TECHNICIAN	15.66	\$1,252.40	\$2,713.53	\$32,562.40
20	F640PR	PROPERTY ROOM ATTENDANT	18.02	\$1,441.32	\$3,122.86	\$37,474.32

NOTES

6 month probationary period

Prepared by Compensation 6/03/19

Last Adj:7/1/08 - equity adjustment (39.7%- Prop Room Attendant; 30.5%-Photo Lab) Tech); 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/18-Photo Lab Tech to \$15.50; 07/01/19-1%

EFFECTIVE JULY 1, 2019

AFSCME LOCAL 1733

CODE ENFORCEMENT (CODE173C)

PAY PLAN CODE: AFSCME Code Enf

GRADE	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F631CE	CODE ENFORCEMENT INSPECTOR	ENTRY	\$17.43	\$1,394.09	\$3,020.44	\$36,246.34
			6 MOS	\$18.06	\$1,445.19	\$3,131.15	\$37,574.94
			12 MOS	\$18.86	\$1,508.82	\$3,269.01	\$39,229.32
			18 MOS	\$19.70	\$1,576.30	\$3,415.21	\$40,983.80
			24 MOS	\$20.73	\$1,658.24	\$3,592.74	\$43,114.24
20	F630CE	SR CODE ENFORCEMENT INSPECTOR	ENTRY	\$22.19	\$1,774.88	\$3,845.46	\$46,146.88
			6 MOS	\$22.91	\$1,832.75	\$3,970.84	\$47,651.50
			12 MOS	\$24.05	\$1,924.33	\$4,169.25	\$50,032.58
			18 MOS	\$24.39	\$1,951.32	\$4,227.73	\$50,734.32
			24 MOS	\$25.13	\$2,010.12	\$4,355.13	\$52,263.12

**NOTES**

Employees transferring/promoting into these positions will be paid at the step rate on the schedule which is next higher than their previous rate and progress each six (6) months until the top rate is reached.

Employees are eligible to receive a first \$1.00/hour pay increase and a second \$1.00/hour pay increase for attaining certain certifications (see current MOU). These amounts will be added to the employees' pay as license incentives separate from base pay.

180 day initial probation period / 60 day administrative probation period

Prepared by Compensation 6/03/19

Last Adjustment: 7/1/08-\$500 annual equity adjustment plus 5%; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-3%; 07/01/17-1%; 7/1/18-5%; 07/01/19-1%

EFFECTIVE JULY 1, 2019

AFSCME LOCAL 1733

SURVEY SVC CTR (CODE173S)

PAY PLAN CODE: AFSCME Survey

GRADE	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F621EA	ENGINEERING AIDE	ENTRY	19.46	\$1,557.14	\$3,373.70	\$40,485.64
			6 MOS	20.93	\$1,674.76	\$3,628.54	\$43,543.76
			12 MOS	22.03	\$1,762.52	\$3,818.68	\$45,825.52
			18 MOS	24.07	\$1,925.38	\$4,171.53	\$50,059.88
			24 MOS	25.48	\$2,038.48	\$4,416.57	\$53,000.48
20	F620SI	SURVEY INSTRUMENT OPER	ENTRY	22.09	\$1,767.06	\$3,828.51	\$45,943.56
			6 MOS	23.30	\$1,863.85	\$4,038.22	\$48,460.10
			12 MOS	24.52	\$1,961.58	\$4,249.96	\$51,001.08
			18 MOS	25.91	\$2,072.86	\$4,491.06	\$53,894.36
			24 MOS	27.26	\$2,180.54	\$4,724.36	\$56,694.04

## NOTES

180 day probation period

Prepared by Compensation 6/03/19

Last Adjustment: 7/1/07 - 8.4% and 4.7% to top rates (per Impasse 2004); 7/1/08 - 5%; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 07/01/17-1%; 07/01/19-1%

# FIRE





## PAY PLAN CODE: Fire IAFF

GRADE	JCC#	JOB TITLE	SCHEDULE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
02	F504CS	COMMUNICATIONS DATA SPECIALIST	40	16.1200	\$1,289.60	\$2,794.05	\$33,529.60
03	F504FA	FIRE PREVENTION ASSISTANT	40	19.1024	\$1,528.19	\$3,310.98	\$39,732.94
04	F503MS	FIRE MATERIAL SPECIALIST	40	ENTRY	\$1,248.64	\$2,705.30	\$32,464.64
				6 MOS	\$1,447.77	\$3,136.74	\$37,642.02
				12 MOS	\$1,537.69	\$3,331.56	\$39,979.94
				24 MOS	\$1,627.48	\$3,526.10	\$42,314.48
05	F503PA	PARAMEDIC	40	\$19.9576	\$1,596.61	\$3,459.22	\$41,511.86
06	F503AI	ANTI-NEGLECT FIELD INSPECTOR	40	23.5928	\$1,887.42	\$4,089.28	\$49,072.92
07	F503FE	FIRE EDUCATION SPECIALIST	40	\$20.7750	\$1,662.00	\$3,600.89	\$43,212.00
10	F503AL	FIRE ALARM OPER II	40	1-2 YRS	\$2,020.28	\$4,377.14	\$52,527.28
				2-3 YRS	\$2,169.99	\$4,701.50	\$56,419.74
15	F502FS	FIRE PROTECTION SPECIALIST	40	26.9803	\$2,158.42	\$4,676.43	\$56,118.92
20	F503FP	FIRE PRIVATE II	56	1-2 YRS	\$1,978.01	\$4,285.56	\$51,428.26
				2-3 YRS	\$2,120.53	\$4,594.34	\$55,133.78
				3 YRS +	\$2,195.69	\$4,757.18	\$57,087.94
			40	1-2 YRS	\$1,978.01	\$4,285.56	\$51,428.26
				2-3 YRS	\$2,120.53	\$4,594.34	\$55,133.78
				3 YRS +	\$2,195.69	\$4,757.18	\$57,087.94
30	F502DR	FIRE DRIVER	56	20.8398	\$2,334.06	\$5,056.97	\$60,685.56
			40	29.1758	\$2,334.06	\$5,056.97	\$60,685.56
40	F502AL	FIRE ALARM OPER III	40	29.5730	\$2,365.84	\$5,125.83	\$61,511.84
50	F502FP	FIREFIGHTER/PARAMEDIC	56	1-2 YRS	\$2,156.06	\$4,671.32	\$56,057.56
				2-3 YRS	\$2,311.37	\$5,007.81	\$60,095.62
				3 YRS +	\$2,393.28	\$5,185.28	\$62,225.28
			40	1-2 YRS	\$2,156.06	\$4,671.32	\$56,057.56
				2-3 YRS	\$2,311.37	\$5,007.81	\$60,095.62
				3 YRS +	\$2,393.28	\$5,185.28	\$62,225.28
60	F502QP	QUALITY ASSURANCE PARAMEDIC	40	29.9163	\$2,393.30	\$5,185.32	\$62,225.80
65	F500AI	SR ANTI-NEGLECT FIELD INSPECTOR	40	30.9020	\$2,472.16	\$5,356.18	\$64,276.16
70	F502MA	MECHANIC-MNT AIRMASK	40	31.0535	\$2,484.28	\$5,382.44	\$64,591.28
80	F500IN	FIRE INSPECTOR	40	32.4920	\$2,599.36	\$5,631.77	\$67,583.36
85	F500ML	MECHANIC-MNT AIRMASK LEAD	40	32.9166	\$2,633.33	\$5,705.37	\$68,466.58
90	F500LF	FIRE LIEUTENANT	56	23.6599	\$2,649.91	\$5,741.30	\$68,897.66
	F500CR	COORDINATOR - OSHA/FIRE	40	33.1239	\$2,649.91	\$5,741.30	\$68,897.66
	F500LE	EMS LIEUTENANT					
100	F500FL	FIRE ALARM OPER/SR.	40	33.3329	\$2,666.63	\$5,777.52	\$69,332.38
110	F500FI	FIRE INVESTIGATOR	40	36.3091	\$2,904.73	\$6,293.39	\$75,522.98

Prepared by Compensation 6/03/2019

Last Adjustment: 7/1/08 - 5% and steps restored to FF/Paramedic; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16 - 1-2%; 6/1/16-1%; 7/1/16-2%; 07/1/17-1%; 07/1/18-Chg Com Data Spec only to \$15.50; 7/1/19-4%

EFFECTIVE JULY 1, 2019

## FIRE NON-REPRESENTED BASE RATES (SM3)

PAY PLAN CODE: Spec Mkt 3 Fire Non-Represented

<u>GRADE</u>	<u>JCC#</u>	<u>JOB TITLE</u>	<u>40 HOUR</u>	<u>56 HOUR</u>	<u>PAY PERIOD</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>
16	F100DC	FIRE DEPUTY CHIEF	\$57.5146	\$41.0819	\$4,601.17	\$9,968.89	\$119,630.42
16	F100DE	EMS DEPUTY CHIEF					
16	F100DS	SPECIAL OPERATIONS DEPUTY CHIEF					
16	F100DL	LOGISTICS DEPUTY CHIEF					
16	F100FM	FIRE MARSHALL					
15	F101DV	FIRE DIVISION CHIEF	\$48.0401	\$34.3144	\$3,843.21	\$8,326.70	\$99,923.46
15	F101DE	EMS DIVISION CHIEF					
15	F101CI	CHIEF FIRE INVESTIGATOR					
15	F101AF	ASSISTANT FIRE MARSHALL					
15	F101DL	DIVISIONAL AIRPORT LIAISON CHIEF					
15B	F101DT	FIRE COMMUNICATIONS MANAGER	\$45.8540	\$32.7529	\$3,668.32	\$7,947.78	\$95,376.32
15C	F101AP	APPARATUS MNT & AIRMASK MGR	\$43.4440	\$31.0314	\$3,475.52	\$7,530.06	\$90,363.52
14F	F110SC	SAFETY CHIEF	\$42.5156	\$30.3683	\$3,401.25	\$7,369.15	\$88,432.50
14F	F110BT	BATTALION CHIEF					
14F	F110BE	EMS BATTALION CHIEF					
14F	F110AR	AIR RESCUE CHIEF					
14F	F110IS	FIRE INVESTIGATIVE SVCS MANAGER					
14F	F110FP	FIRE PREVENTION MANAGER					
14F	F100OE	OFFICE EMERGENCY MGMT MGR					
14D	F110QI	EMS QUALITY IMPROVEMENT COORD	\$39.6766	\$28.3404	\$3,174.13	\$6,877.07	\$82,527.38
14E	F102LM	LOGISTICAL SERVICES MANAGER	\$40.0223	\$28.5873	\$3,201.78	\$6,936.98	\$83,246.28
10	F121WC	WATCH COMMANDER	\$36.8943	\$26.3530	\$2,951.54	\$6,394.81	\$76,740.04
12A	F112AM	FIRE APPARATUS MAINT SUPERVISOR	\$34.2414	\$24.4581	\$2,739.31	\$5,934.99	\$71,222.06
11A	F110EO	OEM OPERATIONS SUPERVISOR	\$33.4776	\$23.9126	\$2,678.21	\$5,802.61	\$69,633.46
	F110EP	OEM PLANNING SUPERVISOR					
02	F502FF	FIREFIGHTER/PARAMEDIC_LEP (1 yr)	\$26.9508	\$19.2505	\$2,156.06	\$4,671.32	\$56,057.56
		FIREFIGHTER/PARAMEDIC_LEP (2 yrs)	\$28.8921	\$20.6372	\$2,311.37	\$5,007.81	\$60,095.62
01	F503FL	FIRE PRIVATE II_LEP	\$26.5066	\$18.9333	\$2,120.53	\$4,594.34	\$55,133.78
00	F502PA	FIREFIGHTER/PARAMEDIC -PROB	\$25.5530	\$18.2521	\$2,044.24	\$4,429.05	\$53,150.24
00A	F504AL	FIRE ALARM OPER I	\$17.5056	\$12.5040	\$1,400.45	\$3,034.21	\$36,411.70
00B	F504FP	FIRE RECRUIT	\$17.3151	\$12.3679	\$1,385.21	\$3,001.20	\$36,015.46

Prepared by Compensation 06/3/19

Last Adj: 9/09-Prevention Mgmt Review Comp'd; 7/16/11-4.6% reduc; 7/1/13-4.6% restore; 1/1/16 - 1-2%; 6/1/16-1% commissioned;  
 7/1/16-2% commissioned; 6/01/17 - Add three new positions; 7/01/17-1%; 7/1/19-4%

# POLICE



*City of*  
**MEMPHIS**

PAY PLAN CODE: Police

GRADE	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F511PL	POLICE OFFICER II	1-2 YRS	\$23.9071	\$1,912.57	\$4,143.77	\$49,726.82
			2-3 YRS	\$25.7109	\$2,056.87	\$4,456.41	\$53,478.62
			3-12 YRS	\$28.3548	\$2,268.38	\$4,914.67	\$58,977.88
			12 YRS	\$28.9140	\$2,313.12	\$5,011.61	\$60,141.12
20	F511PT	POLICE OFFICER II/TACT		\$29.5634	\$2,365.07	\$5,124.16	\$61,491.82
30	F510PH	PILOT - HELICOPTER		\$30.6866	\$2,454.93	\$5,318.85	\$63,828.18
40	F510PS	SERGEANT		\$31.5501	\$2,524.01	\$5,468.52	\$65,624.26

Prepared by Compensation 6/03/19

Last Adjustment: 7/1/05 - 3%; 7/1/08 - 5%; 7/1/09 - 3% + \$40.84/mo. for 3+ years; 7/16/11-4.6% red;  
 7/1/13-4.6% rest; 1/1/16-2%; 7/1/16 - 2.75%-3.75%; 07/1/17-1% except 12yrs Commissioned  
 Officers(2%); 07/01/19-4%

EFFECTIVE JULY 1, 2019

## POLICE NON-REPRESENTED BASE RATES (SM4)

PAY PLAN CODE: Spec Mkt 4 Police Non-Represented

<u>GRADE</u>	<u>JCC#</u>	<u>JOB TITLE</u>	<u>HOURLY</u>	<u>PAY PERIOD</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>
00	F005PD	POLICE DEPUTY CHIEF	\$57.9319	\$4,634.55	\$10,041.22	\$120,498.30
16	F100CL	POLICE COLONEL	\$51.1120	\$4,088.96	\$8,859.14	\$106,312.96
15	F101CO	POLICE LIEUTENANT COLONEL	\$45.5359	\$3,642.87	\$7,892.64	\$94,714.62
14	F110MT	POLICE MAJOR/TACT	\$39.9634	\$3,197.07	\$6,926.77	\$83,123.82
14A	F110PM	POLICE MAJOR	\$38.9734	\$3,117.87	\$6,755.18	\$81,064.62
14B	F102EM	MGR- EMERGENCY COMMUNICATIONS	\$36.4450	\$2,915.60	\$6,316.94	\$75,805.60
12	F112LT	POLICE LT - TACT	\$35.1580	\$2,812.64	\$6,093.87	\$73,128.64
12A	F112LI	POLICE LIEUTENANT	\$34.1826	\$2,734.61	\$5,924.81	\$71,099.86
12B	F112RM	SUPV-RADIO MAINTENANCE	\$32.8805	\$2,630.44	\$5,699.11	\$68,391.44
12C	F112RP	SUPV-POL RADIO DISPATCHERS	\$33.4358	\$2,674.86	\$5,795.35	\$69,546.36
11	F260GS	GUNSMITH/FIREARMS INSTRUCTOR	\$31.5314	\$2,522.51	\$5,465.27	\$65,585.26
00B	F511LA F511FT	POLICE OFFICER II/LEP POLICE OFFICER II/FTP	\$23.9071	\$1,912.57	\$4,143.77	\$49,726.82
00C	F513PL	POLICE OFFICER II - PROBATIONARY	\$21.5043	\$1,720.34	\$3,727.29	\$44,728.84
00D	F515PL	POLICE RECRUIT	\$20.0975	\$1,607.80	\$3,483.46	\$41,802.80
00D	F350PI	POLICE INTERN				
00E	F516PS	POLICE SVC TECH	\$16.1200	\$1,289.60	\$2,794.05	\$33,529.60
00F	T350SC	SCHOOL CROSSING GUARD	\$15.6500	\$1,252.00	\$2,712.58	\$32,552.00
00F	T350TA	TRAFFIC AIDE				
00G	F350EO	EMERGENCY RESPONSE CALL OPER	\$18.0000	\$1,440.00	\$3,119.90	\$37,440.00

Prepared by Compensation 6/03/19

Last Adj: 7/16/11-4.6% reduct; 7/1/13-4.6% restore; 7/1/15 - PST entry to living wage; 1/1/16 - 1-2%; 7/1/16 - 1.5%-2.75%; 07/1/17-1%-2%; 10/09/17 - Emer Com Mgr position; 7/1/18-TA, PST SCG to \$15.50; 07/01/19-4%



EFFECTIVE JULY 1, 2019

POLICE DISPATCHERS CWA LOCAL 3806

CODE 3806

**PAY PLAN CODE:** Police Dispatchers CWA

GRADE	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F512PR	POLICE RADIO DISPATCHER	0 - 1 YR	\$20.8260	\$1,666.08	\$3,609.73	\$43,318.08
			1 - 2 YRS	\$24.3811	\$1,950.49	\$4,225.93	\$50,712.74
			2 - 3 YRS	\$26.1931	\$2,095.45	\$4,540.00	\$54,481.70
			3 YRS +	\$28.5410	\$2,283.28	\$4,946.95	\$59,365.28

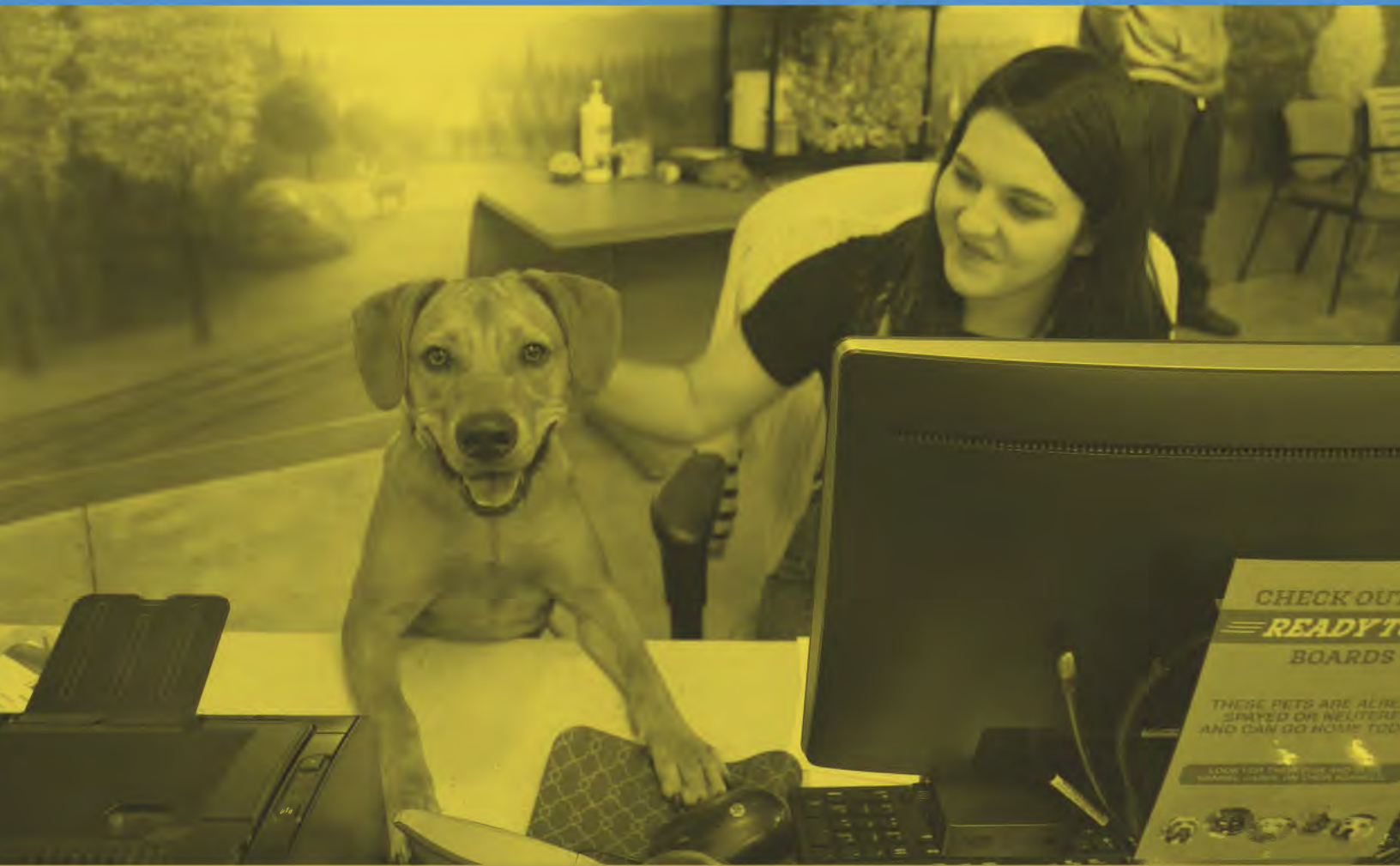
NOTES

1 year probationary period

Prepared by Compensation 6/03/19

Last Adjustment: 7/1/05-3% (new bargaining unit); 7/1/08-5%; 7/1/09-3%; 7/16/11-4.6% Red; 7/1/13-4.6% Restored; 7/1/15-per MOU; 7/1/16-1.5%; 07/1/17-1%; 07/01/19-4%

# OPERATING ENGINEERS



## EFFECTIVE JULY 1, 2019 OPERATING ENGINEERS LOCAL 369D ANIMAL SHELTER (CODE 036A)

PAY PLAN CODE: OE Animal Shltr

GRADE	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F546AC	ANIMAL CARE TECHNICIAN	ENTRY	80%	\$17.26	\$1,380.81	\$2,991.66	\$35,901.06
			6 MOS	90%	\$18.30	\$1,463.64	\$3,171.12	\$38,054.64
			12 MOS	100%	\$19.33	\$1,546.47	\$3,350.58	\$40,208.22
			HAZARDOUS DUTY PAY RATE 12 MOS	100%	\$20.49	\$1,639.26	\$3,551.62	\$42,620.76
15	F545AC	SENIOR ANIMAL CARE TECHNICIAN			\$20.30	\$1,624.33	\$3,519.27	\$42,232.58
		HAZARDOUS DUTY PAY RATE			\$21.52	\$1,721.79	\$3,730.43	\$44,766.54
20	F545AF	ANIMAL SERVICES OFFICER	ENTRY	80%	\$18.45	\$1,476.06	\$3,198.03	\$38,377.56
			6 MOS	90%	\$19.49	\$1,558.89	\$3,377.49	\$40,531.14
			12 MOS	100%	\$20.52	\$1,641.72	\$3,556.95	\$42,684.72
			HAZARDOUS DUTY PAY RATE 12 MOS	100%	\$21.75	\$1,740.22	\$3,770.36	\$45,245.72
25	F544AF	SENIOR ANIMAL SERVICES OFFICER			\$21.56	\$1,724.56	\$3,736.43	\$44,838.56
		HAZARDOUS DUTY PAY RATE			\$22.85	\$1,828.03	\$3,960.61	\$47,528.78

## NOTES

**All employees receive additional 6% hazardous duty pay for all hours worked.**

Qualified employees shall receive an additional three percent (3%) euthanasia premium paid at a minimum of four (4) hour increments (not shown above).

6 months probationary period

Prepared by Compensation 6/03/19

Last Adjustment: 7/1/08-equity adj: Tech rate 22% and Officer rate 20% (6% euth prem removed); 7/1/09-6.0% and 5.6% per MOU; 7/16/11-4.6% red; 7/1/13-4.6% rest; 7/1/15-per MOU; 7/1/16-1.5%; 07/1/17-1%; 07/01/19-1%

## PAY PLAN CODE: OE Water Treat

GRADE	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F558PA	POLLUTION CONTROL AIDE	ENTRY	72%	\$14.5165	\$1,161.32	\$2,516.12	\$30,194.32
			6 MOS	80%	\$16.0533	\$1,284.26	\$2,782.48	\$33,390.76
			12 MOS	90%	\$18.0600	\$1,444.80	\$3,130.30	\$37,564.80
			18 MOS	100%	\$20.0665	\$1,605.32	\$3,478.09	\$41,738.32
15	F559DP	DISPATCHER	ENTRY	70%	\$13.4548	\$1,076.38	\$2,332.08	\$27,985.88
			6 MOS	80%	\$15.3768	\$1,230.14	\$2,665.22	\$31,983.64
			12 MOS	90%	\$17.2989	\$1,383.91	\$2,998.38	\$35,981.66
			18 MOS	100%	\$19.2210	\$1,537.68	\$3,331.54	\$39,979.68
20	F557LA	LAB ANALYST	ENTRY	70%	\$13.9046	\$1,112.37	\$2,410.06	\$28,921.62
			6 MOS	80%	\$15.8911	\$1,271.29	\$2,754.38	\$33,053.54
			12 MOS	90%	\$17.8771	\$1,430.17	\$3,098.61	\$37,184.42
			18 MOS	100%	\$19.8636	\$1,589.09	\$3,442.92	\$41,316.34
30	F556ME	MECHANICAL OPERATOR	ENTRY	70%	\$13.9243	\$1,113.94	\$2,413.46	\$28,962.44
			6 MOS	80%	\$15.9131	\$1,273.05	\$2,758.19	\$33,099.30
			12 MOS	90%	\$17.9025	\$1,432.20	\$3,103.00	\$37,237.20
			18 MOS	100%	\$19.8913	\$1,591.30	\$3,447.71	\$41,373.80
40	F556MH	MAINTENANCE HELPER	ENTRY	70%	\$14.2921	\$1,143.37	\$2,477.23	\$29,727.62
			6 MOS	80%	\$16.3339	\$1,306.71	\$2,831.12	\$33,974.46
			12 MOS	90%	\$18.3753	\$1,470.02	\$3,184.95	\$38,220.52
			18 MOS	100%	\$20.4171	\$1,633.37	\$3,538.86	\$42,467.62
50	F557IP	POLLUTION CONTROL INSP	ENTRY	70%	\$16.8999	\$1,351.99	\$2,929.22	\$35,151.74
			6 MOS	80%	\$19.3141	\$1,545.13	\$3,347.68	\$40,173.38
			12 MOS	90%	\$21.7284	\$1,738.27	\$3,766.14	\$45,195.02
			18 MOS	100%	\$24.1426	\$1,931.41	\$4,184.59	\$50,216.66
55	F556SO	STOPPAGE OPERATOR/SEWER	CABLE	88%	\$19.4543	\$1,556.34	\$3,371.97	\$40,464.84
			WASH	92%	\$20.2646	\$1,621.17	\$3,512.43	\$42,150.42
			VACTOR	100%	\$22.0505	\$1,764.04	\$3,821.97	\$45,865.04
60	F555SS	SLUDGE SPREADER	ENTRY	70%	\$15.4356	\$1,234.85	\$2,675.43	\$32,106.10
			6 MOS	80%	\$17.6408	\$1,411.26	\$3,057.64	\$36,692.76
			12 MOS	90%	\$19.8454	\$1,587.63	\$3,439.76	\$41,278.38
			18 MOS	100%	\$22.0505	\$1,764.04	\$3,821.97	\$45,865.04
70	F554CA	ASST CHEMIST-WTP	ENTRY	70%	\$16.4040	\$1,312.32	\$2,843.27	\$34,120.32
	F554WS	OPER-WASTE TRMT 1	6 MOS	80%	\$18.7480	\$1,499.84	\$3,249.55	\$38,995.84
			12 MOS	90%	\$21.0910	\$1,687.28	\$3,655.66	\$43,869.28
			18 MOS	100%	\$23.4346	\$1,874.77	\$4,061.88	\$48,744.02
80	F553MM	MECH-MNT WASTE TREAT I	ENTRY	70%	\$18.4624	\$1,476.99	\$3,200.05	\$38,401.74
	F553SE	STATIONARY ENGINEER I	6 MOS	80%	\$21.0999	\$1,687.99	\$3,657.20	\$43,887.74
			12 MOS	90%	\$23.7378	\$1,899.02	\$4,114.42	\$49,374.52
			18 MOS	100%	\$26.3749	\$2,109.99	\$4,571.50	\$54,859.74
90	F553WS	OPER-WASTE TRMT II	ENTRY	70%	\$19.9701	\$1,597.61	\$3,461.38	\$41,537.86
			6 MOS	80%	\$22.8231	\$1,825.85	\$3,955.89	\$47,472.10
			12 MOS	90%	\$25.6759	\$2,054.07	\$4,450.35	\$53,405.82
			18 MOS	100%	\$28.5286	\$2,282.29	\$4,944.81	\$59,339.54

**PAY PLAN CODE:** OE Water Treat

GRADE	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
100	F551MM	MECH-MNT WASTE TREAT II	ENTRY	67%	\$20.3036	\$1,624.29	\$3,519.19	\$42,231.54
	F551SE	STATIONARY ENGINEER II	6 MOS	77%	\$23.2040	\$1,856.32	\$4,021.90	\$48,264.32
			12 MOS	87%	\$26.1044	\$2,088.35	\$4,524.62	\$54,297.10
			18 MOS	100%	\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22
110	F550CT	CONTROL TECH-WASTE TREAT	ENTRY	70%	\$20.9009	\$1,672.07	\$3,622.71	\$43,473.82
			6 MOS	80%	\$23.8859	\$1,910.87	\$4,140.09	\$49,682.62
			12 MOS	90%	\$26.8716	\$2,149.73	\$4,657.61	\$55,892.98
			18 MOS	100%	\$29.8576	\$2,388.61	\$5,175.16	\$62,103.86
120	F551MS	MECHANIC-SHOP			\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22

**NOTES**

**Employees assigned to work at the Water Treatment Plants receive additional 3% hazardous duty pay for all hours worked.**

60 day probation period.

Certain positions receive incentive pay when licenses are earned and maintained and /or other requirements are met (see MOU).

For Stoppage Operator, Cable Truck Proficient rate is posting and entry rate; employee must then pass proficiency test to move to higher rate.

Last Adjustments: 7/1/08 - 5% and 2% equity adjustment (exc Shop Mechanics (11.3%) equal to electricians and Pol Control Insp and Aide (additional 7.7% and 8.9%); 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% restoration.; 7/1/15 - Mnt Mech II and Stat Eng II top rate set equal to Shop Mech and Stoppage Operator top rate set equal to Sludge Spreader; 2015 - Add Dispatcher and Stoppage Operator; 1/1/16-1%; 7/1/16-1.5%, 7/1/17-1%; 7/1/19 - 12% for Pollution Control Insp and 1% for all others



**PAY PLAN CODE:** OE Heavy Equip

GRADE	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F543SW F543FD	OPERATOR-SWEEPER DRIVER-FUEL TRUCK	\$24.1560	\$1,932.48	\$4,186.91	\$50,244.48
20	F542HR	MECH-HELPER HEAVY EQUIPMENT	\$25.1874	\$2,014.99	\$4,365.68	\$52,389.74
30	F543GR	GREASER	\$26.0661	\$2,085.29	\$4,517.99	\$54,217.54
35	F543AP	ASPHALT PLANT OPERATOR	\$27.6694	\$2,213.55	\$4,795.88	\$57,552.30
40	F541HE F541BH	OPERATOR-HEAVY EQUIPMENT OPERATOR-BACK HOE	\$29.2724	\$2,341.79	\$5,073.72	\$60,886.54
50	F541MH	MECH-HEAVY EQUIPMENT (1)	\$29.7900	\$2,383.20	\$5,163.44	\$61,963.20
60	F540HE	OPERATOR-HEAVY EQUIPMENT/LD (3)	\$30.7360	\$2,458.88	\$5,327.41	\$63,930.88
70	F540MH	MECH-HEAVY EQUIPMENT/LD (2)	\$31.2795	\$2,502.36	\$5,421.61	\$65,061.36

**NOTES**

(1) Includes tool allowance of \$86.67 per month (.5000/hr).- Effective 07/01/16 - The union included the tool allowance as part of the base salary

(2) Includes \$86.67/month tool allowance plus 5% lead differential. - Effective 07/01/16 - The union included the tool allowance as part of the base salary

(3) Includes 5% lead differential.

90 day probationary period

As an incentive not included in base pay above, the City shall pay all employees working a fixed shift between 3:00 p.m. and 10:59 p.m. an hourly premium of \$.25 cents per hour and those working a fixed shift between 11:00 p.m. and 6:59 a.m. an hourly premium of \$.45 cents during the full term of the agreement beginning July 1, 1996. These rates shall be based on normal working hours during the shift.

Prepared by Compensation 6/04/19

Last Adjustment: 7/1/05-3%; 7/1/06-Adjustments for Greaser (7.9%) and Asphalt Plant Operator (6.15%); 7/1/08 - 5%; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%, 7/1/17-1%; 7/1/19-1%

PAY PLAN CODE: OE Const Insp

GRADE	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F554ZC	ZONE CONSTRUCTION INSPECTOR	ENTRY	70%	\$16.9648	\$1,357.18	\$2,940.47	\$35,286.68
			6 MOS	80%	\$19.3884	\$1,551.07	\$3,360.55	\$40,327.82
			12 MOS	90%	\$21.8120	\$1,744.96	\$3,780.63	\$45,368.96
			18 MOS	100%	\$24.2355	\$1,938.84	\$4,200.69	\$50,409.84

## NOTES

60 day probationary period

Prepared by Compensation 6/04/19

Last Adjustment: 7/1/05 - 3%; 7/1/08 - equity adjustment of 9.8% to top rate; 7/1/09 - 3%; 7/16/11-4.6% red;  
 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 7/1/17-1%; 7/1/19-1%

# MACHINISTS



## PAY PLAN CODE: Machinists

GRADE	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
20	F534UM	MECHANIC-AUTOMOBILE	ENTRY	85.5%	\$18.8205	\$1,505.64	\$3,262.12	\$39,146.64
	F534RM	MECHANIC-TRUCK	8 MOS	90%	\$19.8110	\$1,584.88	\$3,433.80	\$41,206.88
			16 MOS	95%	\$20.9118	\$1,672.94	\$3,624.59	\$43,496.44
			24 MOS	100%	\$22.0123	\$1,760.98	\$3,815.34	\$45,785.48
26	F533FH	REPAIRER-FIRE HYDRANT	ENTRY	95%	\$23.7211	\$1,897.69	\$4,111.54	\$49,339.94
			6 MOS	100%	\$25.0276	\$2,002.21	\$4,337.99	\$52,057.46
28	F532FH	REPAIRER-FIRE HYDRANT/LD (1)			\$26.5293	\$2,122.34	\$4,598.26	\$55,180.84
30	F532AM	MECHANIC-AUTOMOBILE	ENTRY	80%	\$23.5525	\$1,884.20	\$4,082.31	\$48,989.20
		MASTER						
	F532TM	MECHANIC-TRUCK MASTER	8 MOS	90%	\$26.4995	\$2,119.96	\$4,593.11	\$55,118.96
	F532RA	REPAIRER AUTO BODY	16 MOS	100%	\$29.4443	\$2,355.54	\$5,103.51	\$61,244.04
	F532WM	WELDER-MASTER						
	F532WC	WELDER-COMBINATION						
	F532WR	WELDER-RADIATOR REPAIR						
32	F532MF	MECHANIC-MNT/FIRE			\$29.4443	\$2,355.54	\$5,103.51	\$61,244.04
34	F532AT	TECH-AUTOMOTIVE RESTORATION			\$29.7043	\$2,376.34	\$5,148.58	\$61,784.84
36	F532MH	MECHANIC-HELICOPTER	ENTRY	69%	\$20.6053	\$1,648.42	\$3,571.47	\$42,858.92
			8 MOS	78%	\$23.5525	\$1,884.20	\$4,082.31	\$48,989.20
			16 MOS	88%	\$26.4995	\$2,119.96	\$4,593.11	\$55,118.96
			24 MOS	100%	\$30.0779	\$2,406.23	\$5,213.34	\$62,561.98
40	F531MM	MECHANIC-MASTER/LD (1)			\$31.2109	\$2,496.87	\$5,409.72	\$64,918.62
50	F531MF	MECHANIC-MNT FIRE/LD (1)			\$31.2109	\$2,496.87	\$5,409.72	\$64,918.62
60	F531MH	MECHANIC-HELICOPTER/LD (1)			\$31.8825	\$2,550.60	\$5,526.13	\$66,315.60

## NOTES

(1) Receives lead differential of 6% above base per 7/1/2000 agreement.

90 day probationary period except for Fire Hydrant Repairers who serve a six month probationary period.

Prepared by Compensation 6/4/19

Last Adjustment: 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 8/23/14 - Adj to Auto Rest Tech; 1/1/16-1%  
7/1/16 - \$1000 Bonus; 7/1/17-1%; 7/1/18-title change Mechanic and Master Mechanic; 7/1/19-1%

# CRAFTS



*City of*  
**MEMPHIS**



**PAY PLAN CODE:** Bricklayers

GRADE	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F561BM	MNT BRICKLAYER/TILESETTER	30.1496	\$2,411.97	\$5,225.77	\$62,711.22
20	F560BM	MNT BRICKLAYER/TILESETTER LEAD (1)	31.1496	\$2,491.97	\$5,399.10	\$64,791.22

**NOTES**

(1) Receives lead differential of \$1.00 per hour.

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 per hour and all employees who work a fixed, non-rotating graveyard shift an additional \$.40 per hour.

6 month probationary period effective 7-1-96

Prepared by Compensation 6/05/19

Last Adjustment: 7/1/07 - 3% increase; 7/1/08 - 5% increase; 7/01/09 - 3% increase; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%;07/1/17-1%; 7/1/19-1%

**PAY PLAN CODE:** Carpenters

GRADE	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F561CR	MAINTENANCE CARPENTER	\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22
20	F560CR	MAINTENANCE CARPENTER/LD (1)	\$31.1496	\$2,491.97	\$5,399.10	\$64,791.22

**NOTES**

(1) Receives lead differential of \$1.00 per hour.

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 per hour and all employees who work a fixed, non-rotating graveyard shift an additional \$.40 per hour.

6 month probationary period effective 7-1-96

Prepared by Compensation 6/05/19

Last Adjustment: 7/1/07 - 3% increase; 7/1/08 - 5% increase; 7/1/09 - 3% increase; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/19-1%

**PAY PLAN CODE:** Cement Masons

GRADE	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F561CF	CONCRETE FINISHER	\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22
20	F560CF	CONCRETE FINISHER/LD (1)	\$31.1496	\$2,491.97	\$5,399.10	\$64,791.22

**NOTES**

(1) Receives lead differential of \$1.00 per hour.

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 per hour and all employees who work a fixed, non-rotating graveyard shift an additional \$.40 per hour.

6 month probationary period effective 7-1-96.

Prepared by Compensation 6/5/19

Last Adjustment: 7/1/07 - 3% increase; 7/1/08 - 5% increase; 7/1/09 - 3% increase; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/19-1%

**PAY PLAN CODE:** Electricians IBEW

GRADE	JCC#	JOB TITLE				HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F524GR	GROUNDSMAN				\$21.1045	\$1,688.36	\$3,658.00	\$43,897.36
20	F525SA	TRAFFIC SIGNAL AIDE	ENTRY	43.4%		\$13.0908	\$1,047.26	\$2,268.99	\$27,228.76
20	F525EI	COMMUNICATIONS & SAFETY	6 MOS	51.4%		\$15.4965	\$1,239.72	\$2,685.98	\$32,232.72
		EQUIPMENT INSTALLER	12 MOS	70.0%		\$21.1051	\$1,688.41	\$3,658.11	\$43,898.66
		(TOP IS 70% OF GRADE 40)							
40	F521EM	MNT ELECTRICIAN				\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22
40	F521EF	FIRE MNT ELECTRICIAN							
40	F521EW	MNT ELECTRICIAN/WTP							
40	F521PR	POLICE RADIO TECH							
40	F521AC	AIR COND/REF SERV TECH							
40	F521ST	TRAFFIC SIGNAL TECHNICIAN							
46	F520FC	OPER-1ST CLASS STEAM/REF				\$31.2840	\$2,502.72	\$5,422.39	\$65,070.72
50	F520EM	MNT ELECTRICIAN/LD (1)				\$31.1698	\$2,493.58	\$5,402.59	\$64,833.08
50	F520EF	FIRE MNT ELECTRICIAN/LD (1)							
50	F520EW	MNT ELECTRICIAN/WTP/LD (1)							
50	F520PR	POLICE RADIO TECH/LD (1)							
50	F520AC	AIR COND/REF SERV TECH/LD (1)							
30	F522AC	APP AC/REF SVC TECH	1ST	ENTRY	50.0%	\$15.0749	\$1,205.99	\$2,612.90	\$31,355.74
	F522PR	APP POLICE RADIO TECH	2ND	6 MOS	55.0%	\$16.5821	\$1,326.57	\$2,874.15	\$34,490.82
	F522ST	APP SIGNAL TECH	3RD	12 MOS	65.0%	\$19.5976	\$1,567.81	\$3,396.82	\$40,763.06
			4TH	18 MOS	70.0%	\$21.1045	\$1,688.36	\$3,658.00	\$43,897.36
			5TH	24 MOS	75.0%	\$22.6120	\$1,808.96	\$3,919.29	\$47,032.96
			6TH	30 MOS	80.0%	\$24.1198	\$1,929.58	\$4,180.63	\$50,169.08
			7TH	36 MOS	85.0%	\$25.6273	\$2,050.18	\$4,441.92	\$53,304.68
			8TH	42 MOS	90.0%	\$27.1346	\$2,170.77	\$4,703.19	\$56,440.02
				48 MOS	100.0%	\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22

F525CH MAINTENANCE ASSIST/CITY HALL

GENERAL GRADE 09

**NOTES**

(1) Receives lead differential of \$1.00 per hour.(shown above).

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 per hour and all employees who work a fixed, non-rotating graveyard shift an additional \$.60 per hour.

Six (6) month probationary period effective 7-1-96.

Prepared by Compensation 6/5/19

Last Adjustment: 7/1/07 - 3%; 7/1/06 - remove Lead Signal Tech (lead pay is given as incentive pay); 7/1/08 - 5%; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/19-1%

**PAY PLAN CODE:** Painters

GRADE	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
20	F561PA	PAINTER			\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22
	F561PE	SIGNS & MARKING PAINTER						
30	F560PA	PAINTER/LD (1)			\$31.1496	\$2,491.97	\$5,399.10	\$64,791.22
	F560PE	SIGNS & MARKING PAINTER/LD (1)						
10	F562PA	PAINTER/APPRENTICE	ENTRY	45%	\$13.5674	\$1,085.39	\$2,351.61	\$28,220.14
			6 MOS	55%	\$16.5824	\$1,326.59	\$2,874.19	\$34,491.34
			12 MOS	65%	\$19.5973	\$1,567.78	\$3,396.75	\$40,762.28
			18 MOS	70%	\$21.1050	\$1,688.40	\$3,658.09	\$43,898.40
			24 MOS	75%	\$22.6124	\$1,808.99	\$3,919.36	\$47,033.74
			30 MOS	85%	\$25.6273	\$2,050.18	\$4,441.92	\$53,304.68

**NOTES**

(1) Receives lead differential of \$1.00 per hour.

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 per hour and all employees who work a fixed, non-rotating graveyard shift an additional \$.40 per hour.

6 month probationary period effective 7-1-96.

Prepared by Compensation 6/4/19

Last Adjustment: 7/1/07 - 3%; 7/1/08 - 5% (apprentice rate restructured); 7/1/09 - 3%; 7/16/11-4.6% red;  
7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/19-1%



**PAY PLAN CODE:** Plumbers

GRADE	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F561PL	MNT PLUMBER	\$31.9039	\$2,552.31	\$5,529.83	\$66,360.06
20	F560PL	MNT PLUMBER/LD (1)	\$32.9039	\$2,632.31	\$5,703.16	\$68,440.06

**NOTES**

(1) Receives lead differential of \$1.00 per hour.

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 per hour and all employees who work a fixed, non-rotating graveyard shift an additional \$.40 per hour.

6 month probationary period effective 7-1-96.

Prepared by Compensation 6/4/19

Last Adjustment: 7/1/07- 3% increase; 7/1/08 - 5% increase; 7/1/09 - 3% increase; 7/16/11- 4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/19-1%

**PAY PLAN CODE:** Roofers

GRADE	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F561RF	ROOFER	\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22
20	F560RF	ROOFER/LD (1)	\$31.1496	\$2,491.97	\$5,399.10	\$64,791.22

**NOTES**

(1) Receives lead differential of \$1.00 per hour.

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 per hour and all employees who work a fixed, non-rotating graveyard shift an additional \$.40 per hour.

6 month probationary period effective 7-1-96.

Prepared by Compensation 6/4/19

Last Adjustment: 7/1/07 - 3% increase; 7/1/08 - 5% increase; 7/1/09 - 3%; 7/16/11-4.6% red;  
7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/19-1%







*City of*  
**MEMPHIS**

Prepared by  
Compensation Service Center  
Human Resources Division