

**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 November 1, 2018**

Grade	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
I-24	\$41.58	\$42.83	\$44.10	\$45.43	\$46.79	\$48.20	\$49.66	\$50.90	\$52.17
I-23	\$40.76	\$41.97	\$43.23	\$44.53	\$45.87	\$47.24	\$48.66	\$49.87	\$51.13
I-22	\$38.06	\$39.20	\$40.38	\$41.60	\$42.84	\$44.11	\$45.44	\$46.59	\$47.75
I-21	\$35.55	\$36.64	\$37.72	\$38.86	\$40.02	\$41.22	\$42.47	\$43.52	\$44.61
I-20	\$33.17	\$34.14	\$35.16	\$36.24	\$37.31	\$38.44	\$39.58	\$40.57	\$41.58
I-19	\$30.20	\$31.11	\$32.03	\$32.99	\$34.00	\$35.01	\$36.05	\$36.96	\$37.89
I-18	\$27.51	\$28.33	\$29.18	\$30.06	\$30.96	\$31.90	\$32.85	\$33.67	\$34.52
I-17	\$26.67	\$27.47	\$28.29	\$29.14	\$30.01	\$30.91	\$31.85	\$32.64	\$33.45
I-16	\$25.89	\$26.68	\$27.47	\$28.30	\$29.15	\$30.02	\$30.92	\$31.69	\$32.50
I-15	\$24.39	\$25.13	\$25.87	\$26.66	\$27.45	\$28.28	\$29.13	\$29.86	\$30.60
I-14	\$22.23	\$22.90	\$23.58	\$24.29	\$25.01	\$25.77	\$26.53	\$27.19	\$27.87
I-13	\$20.45	\$21.08	\$21.70	\$22.35	\$23.03	\$23.71	\$24.42	\$25.03	\$25.66
I-12	\$18.66	\$19.22	\$19.81	\$20.39	\$21.01	\$21.64	\$22.28	\$22.86	\$23.42
I-11	\$17.36	\$17.87	\$18.43	\$18.97	\$19.53	\$20.12	\$20.73	\$21.24	\$21.77

Annual Salary for Exempt Positions

**ITWA: Administrative/Support and Professional/Technical Positions**

**Effective November 1, 2018**

Grade	Step 3	4	5	6	7	8	9	10	11
IE-24	\$81,081.00	\$83,518.50	\$85,995.00	\$88,588.50	\$91,240.50	\$93,990.00	\$96,837.00	\$99,255.00	\$101,731.50
IE-23	\$79,482.00	\$81,841.50	\$84,298.50	\$86,833.50	\$89,446.50	\$92,118.00	\$94,887.00	\$97,246.50	\$99,703.50
IE-22	\$74,217.00	\$76,440.00	\$78,741.00	\$81,120.00	\$83,538.00	\$86,014.50	\$88,608.00	\$90,850.50	\$93,112.50
IE-21	\$69,322.50	\$71,448.00	\$73,554.00	\$75,777.00	\$78,039.00	\$80,379.00	\$82,816.50	\$84,864.00	\$86,989.50
IE-20	\$64,681.50	\$66,573.00	\$68,562.00	\$70,668.00	\$72,754.50	\$74,958.00	\$77,181.00	\$79,111.50	\$81,081.00
IE-19	\$58,890.00	\$60,664.50	\$62,458.50	\$64,330.50	\$66,300.00	\$68,269.50	\$70,297.50	\$72,072.00	\$73,885.50
IE-18	\$53,644.50	\$55,243.50	\$56,901.00	\$58,617.00	\$60,372.00	\$62,205.00	\$64,057.50	\$65,656.50	\$67,314.00
IE-17	\$52,006.50	\$53,566.50	\$55,165.50	\$56,823.00	\$58,519.50	\$60,274.50	\$62,107.50	\$63,648.00	\$65,227.50
IE-16	\$50,485.50	\$52,026.00	\$53,566.50	\$55,185.00	\$56,842.50	\$58,539.00	\$60,294.00	\$61,795.50	\$63,375.00
IE-15	\$47,560.50	\$49,003.50	\$50,446.50	\$51,987.00	\$53,527.50	\$55,146.00	\$56,803.50	\$58,227.00	\$59,670.00
IE-14	\$43,348.50	\$44,655.00	\$45,981.00	\$47,365.50	\$48,769.50	\$50,251.50	\$51,733.50	\$53,020.50	\$54,346.50
IE-13	\$39,877.50	\$41,106.00	\$42,315.00	\$43,582.50	\$44,908.50	\$46,234.50	\$47,619.00	\$48,808.50	\$50,037.00
IE-12	\$36,387.00	\$37,479.00	\$38,629.50	\$39,760.50	\$40,969.50	\$42,198.00	\$43,446.00	\$44,577.00	\$45,669.00
IE-11	\$33,852.00	\$34,846.50	\$35,938.50	\$36,991.50	\$38,083.50	\$39,234.00	\$40,423.50	\$41,418.00	\$42,451.50

Hourly Rates for Non-Exempt Positions (40 Hours)

**BCTIA: Building Maintenance -- Trades (1st Shift)**

Effective November 1, 2018

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	\$30.88	\$31.81	\$32.74	\$33.71	\$34.55	\$35.39	\$36.28	\$37.17
BT3	\$27.08	\$27.88	\$28.72	\$29.56	\$30.29	\$31.04	\$31.82	\$32.59
BT2	\$24.65	\$25.37	\$26.13	\$26.90	\$27.56	\$28.25	\$28.93	\$29.66
BT1	\$22.44	\$23.09	\$23.79	\$24.48	\$25.09	\$25.71	\$26.34	\$26.99

Hourly Rates for Non-Exempt Positions (40 Hours)

**BCTIA: Building Maintenance -- Custodians (1st Shift)**

Effective November 1, 2018

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC3	\$24.06	\$24.75	\$25.45	\$26.18	\$26.80	\$27.44	\$28.10	\$28.77
BC2	\$22.93	\$23.58	\$24.26	\$24.95	\$25.54	\$26.15	\$26.78	\$27.41
BC1	\$19.99	\$20.57	\$21.14	\$21.74	\$22.26	\$22.79	\$23.34	\$23.89

Hourly Rates for Non-Exempt Positions (40 Hours)

**BCTIA: Building Maintenance -- Trades (2nd Shift includes \$0.80 Hourly Differential)**

Effective November 1, 2018

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	\$31.68	\$32.61	\$33.54	\$34.51	\$35.35	\$36.19	\$37.08	\$37.97
BT3	\$27.88	\$28.68	\$29.52	\$30.36	\$31.09	\$31.84	\$32.62	\$33.39
BT2	\$25.45	\$26.17	\$26.93	\$27.70	\$28.36	\$29.05	\$29.73	\$30.46
BT1	\$23.24	\$23.89	\$24.59	\$25.28	\$25.89	\$26.51	\$27.14	\$27.79

Hourly Rates for Non-Exempt Positions (40 Hours)

**BCTIA: Building Maintenance -- Custodians (2nd Shift includes \$0.80 Hourly Differential)**

Effective November 1, 2018

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC3	\$24.86	\$25.55	\$26.25	\$26.98	\$27.60	\$28.24	\$28.90	\$29.57
BC2	\$23.73	\$24.38	\$25.06	\$25.75	\$26.34	\$26.95	\$27.58	\$28.21
BC1	\$20.79	\$21.37	\$21.94	\$22.54	\$23.06	\$23.59	\$24.14	\$24.69

Hourly Rates for Non-Exempt Positions (40 Hours)

**NIPEA: Public Works Salary Schedule**

Effective November 1, 2018

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
W7		\$28.94	\$29.80	\$30.68	\$31.36	\$32.36	\$33.38	\$34.36
W6	\$26.41	\$27.18	\$28.00	\$28.82	\$29.68	\$30.35	\$30.98	\$31.63
W5	\$24.47	\$25.19	\$25.93	\$26.70	\$27.49	\$28.11	\$28.70	\$29.28
W4	\$22.80	\$23.49	\$24.17	\$24.90	\$25.64	\$26.30	\$26.85	\$27.40
W3	\$21.44	\$22.07	\$22.72	\$23.39	\$24.09	\$24.83	\$25.25	\$25.69
W2		\$20.01	\$20.74	\$21.54	\$22.36	\$23.29	\$23.69	\$24.10

Hourly Rates for Non-Exempt Positions (40 Hours)

**Police Unit A: Officers and Sergeants**

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