

**Management Salary Schedule
Effective October 1, 2019 (FY20-FY21)**

Grade	Minimum	Mid-Point	Maximum
K-29	\$135,688	\$151,954	\$168,244
K-28	\$127,877	\$143,228	\$158,554
K-27	\$120,065	\$134,477	\$148,889
K-26	\$112,303	\$125,775	\$139,248
K-25	\$104,491	\$117,024	\$129,582
K-24	\$96,680	\$108,298	\$119,892
K-23	\$88,893	\$99,547	\$110,226
K-22	\$81,082	\$90,821	\$100,536
K-21	\$70,650	\$79,129	\$87,583

Annual Salary for Exempt Positions

**Non-Represented: Administrative/Support and Professional/Technical Positions
Effective July 1, 2019 (FY20)**

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
GE24		\$83,109.00	\$85,605.00	\$88,140.00	\$90,811.50	\$93,522.00	\$96,349.50	\$99,255.00	\$101,731.50	\$104,266.50
GE23		\$81,471.00	\$83,889.00	\$86,404.50	\$88,998.00	\$91,689.00	\$94,419.00	\$97,266.00	\$99,684.00	\$102,199.50
GE22		\$76,069.50	\$78,351.00	\$80,710.50	\$83,148.00	\$85,624.50	\$88,159.50	\$90,831.00	\$93,112.50	\$95,433.00
GE21		\$71,058.00	\$73,242.00	\$75,387.00	\$77,668.50	\$79,989.00	\$82,387.50	\$84,883.50	\$86,989.50	\$89,173.50
GE20		\$66,300.00	\$68,230.50	\$70,278.00	\$72,442.50	\$74,568.00	\$76,830.00	\$79,111.50	\$81,081.00	\$83,109.00
GE19		\$60,372.00	\$62,185.50	\$64,018.50	\$65,929.50	\$67,957.50	\$69,985.50	\$72,052.50	\$73,866.00	\$75,738.00
GE18		\$54,990.00	\$56,628.00	\$58,324.50	\$60,079.50	\$61,873.50	\$63,765.00	\$65,656.50	\$67,294.50	\$68,991.00
GE17		\$53,313.00	\$54,912.00	\$56,550.00	\$58,246.50	\$59,982.00	\$61,776.00	\$63,667.50	\$65,247.00	\$66,865.50
GE16		\$51,753.00	\$53,332.50	\$54,912.00	\$56,569.50	\$58,266.00	\$60,001.50	\$61,795.50	\$63,336.00	\$64,954.50
GE15		\$48,750.00	\$50,232.00	\$51,714.00	\$53,293.50	\$54,873.00	\$56,530.50	\$58,227.00	\$59,689.50	\$61,171.50
GE14		\$44,440.50	\$45,766.50	\$47,131.50	\$48,555.00	\$49,998.00	\$51,499.50	\$53,020.50	\$54,346.50	\$55,711.50
GE13		\$40,872.00	\$42,139.50	\$43,368.00	\$44,674.50	\$46,039.50	\$47,385.00	\$48,808.50	\$50,037.00	\$51,285.00
GE12		\$37,303.50	\$38,415.00	\$39,604.50	\$40,755.00	\$42,003.00	\$43,251.00	\$44,538.00	\$45,688.50	\$46,819.50
GE11		\$34,690.50	\$35,724.00	\$36,835.50	\$37,908.00	\$39,039.00	\$40,209.00	\$41,437.50	\$42,451.50	\$43,504.50

Hourly Rates for Non-Exempt Positions (37.5 Hours)

Non-Represented: Administrative/Support and Professional/Technical Positions
Effective July 1, 2019 (FY20)

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
G24		\$42.62	\$43.90	\$45.20	\$46.57	\$47.96	\$49.41	\$50.90	\$52.17	\$53.47
G23		\$41.78	\$43.02	\$44.31	\$45.64	\$47.02	\$48.42	\$49.88	\$51.12	\$52.41
G22		\$39.01	\$40.18	\$41.39	\$42.64	\$43.91	\$45.21	\$46.58	\$47.75	\$48.94
G21		\$36.44	\$37.56	\$38.66	\$39.83	\$41.02	\$42.25	\$43.53	\$44.61	\$45.73
G20		\$34.00	\$34.99	\$36.04	\$37.15	\$38.24	\$39.40	\$40.57	\$41.58	\$42.62
G19		\$30.96	\$31.89	\$32.83	\$33.81	\$34.85	\$35.89	\$36.95	\$37.88	\$38.84
G18		\$28.20	\$29.04	\$29.91	\$30.81	\$31.73	\$32.70	\$33.67	\$34.51	\$35.38
G17		\$27.34	\$28.16	\$29.00	\$29.87	\$30.76	\$31.68	\$32.65	\$33.46	\$34.29
G16		\$26.54	\$27.35	\$28.16	\$29.01	\$29.88	\$30.77	\$31.69	\$32.48	\$33.31
G15		\$25.00	\$25.76	\$26.52	\$27.33	\$28.14	\$28.99	\$29.86	\$30.61	\$31.37
G14		\$22.79	\$23.47	\$24.17	\$24.90	\$25.64	\$26.41	\$27.19	\$27.87	\$28.57
G13		\$20.96	\$21.61	\$22.24	\$22.91	\$23.61	\$24.30	\$25.03	\$25.66	\$26.30
G12		\$19.13	\$19.70	\$20.31	\$20.90	\$21.54	\$22.18	\$22.84	\$23.43	\$24.01
G11		\$17.79	\$18.32	\$18.89	\$19.44	\$20.02	\$20.62	\$21.25	\$21.77	\$22.31

Hourly Rates for Non-Exempt Positions (40 Hours)

Non-Represented: Professional and Technical Salary Schedule
Effective July 1, 2019 (FY20)

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
GU24		\$39.96	\$41.16	\$42.37	\$43.66	\$44.96	\$46.32	\$47.72	\$48.91	\$50.13
GU23		\$39.17	\$40.33	\$41.54	\$42.79	\$44.08	\$45.39	\$46.76	\$47.93	\$49.13
GU22		\$36.57	\$37.67	\$38.80	\$39.98	\$41.17	\$42.38	\$43.67	\$44.77	\$45.88
GU21		\$34.16	\$35.21	\$36.24	\$37.34	\$38.46	\$39.61	\$40.81	\$41.82	\$42.87
GU20		\$31.88	\$32.80	\$33.79	\$34.83	\$35.85	\$36.94	\$38.03	\$38.98	\$39.96
GU19		\$29.03	\$29.90	\$30.78	\$31.70	\$32.67	\$33.65	\$34.64	\$35.51	\$36.41
GU18		\$26.44	\$27.23	\$28.04	\$28.88	\$29.75	\$30.66	\$31.57	\$32.35	\$33.17
GU17		\$25.63	\$26.40	\$27.19	\$28.00	\$28.84	\$29.70	\$30.61	\$31.37	\$32.15
GU16		\$24.88	\$25.64	\$26.40	\$27.20	\$28.01	\$28.85	\$29.71	\$30.45	\$31.23
GU15		\$23.44	\$24.15	\$24.86	\$25.62	\$26.38	\$27.18	\$27.99	\$28.70	\$29.41
GU14		\$21.37	\$22.00	\$22.66	\$23.34	\$24.04	\$24.76	\$25.49	\$26.13	\$26.78
GU13		\$19.65	\$20.26	\$20.85	\$21.48	\$22.13	\$22.78	\$23.47	\$24.06	\$24.66
GU12		\$17.93	\$18.47	\$19.04	\$19.59	\$20.19	\$20.79	\$21.41	\$21.97	\$22.51
GU11		\$16.68	\$17.18	\$17.71	\$18.23	\$18.77	\$19.33	\$19.92	\$20.41	\$20.93

Hourly Rates for Non-Exempt Positions (37.5 Hours)

ITWA: Administrative/Support and Professional/Technical Positions

Effective July 1, 2019 (FY20)

Grade	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
I-24	\$42.62	\$43.90	\$45.20	\$46.57	\$47.96	\$49.41	\$50.90	\$52.17	\$53.47
I-23	\$41.78	\$43.02	\$44.31	\$45.64	\$47.02	\$48.42	\$49.88	\$51.12	\$52.41
I-22	\$39.01	\$40.18	\$41.39	\$42.64	\$43.91	\$45.21	\$46.58	\$47.75	\$48.94
I-21	\$36.44	\$37.56	\$38.66	\$39.83	\$41.02	\$42.25	\$43.53	\$44.61	\$45.73
I-20	\$34.00	\$34.99	\$36.04	\$37.15	\$38.24	\$39.40	\$40.57	\$41.58	\$42.62
I-19	\$30.96	\$31.89	\$32.83	\$33.81	\$34.85	\$35.89	\$36.95	\$37.88	\$38.84
I-18	\$28.20	\$29.04	\$29.91	\$30.81	\$31.73	\$32.70	\$33.67	\$34.51	\$35.38
I-17	\$27.34	\$28.16	\$29.00	\$29.87	\$30.76	\$31.68	\$32.65	\$33.46	\$34.29
I-16	\$26.54	\$27.35	\$28.16	\$29.01	\$29.88	\$30.77	\$31.69	\$32.48	\$33.31
I-15	\$25.00	\$25.76	\$26.52	\$27.33	\$28.14	\$28.99	\$29.86	\$30.61	\$31.37
I-14	\$22.79	\$23.47	\$24.17	\$24.90	\$25.64	\$26.41	\$27.19	\$27.87	\$28.57
I-13	\$20.96	\$21.61	\$22.24	\$22.91	\$23.61	\$24.30	\$25.03	\$25.66	\$26.30
I-12	\$19.13	\$19.70	\$20.31	\$20.90	\$21.54	\$22.18	\$22.84	\$23.43	\$24.01
I-11	\$17.79	\$18.32	\$18.89	\$19.44	\$20.02	\$20.62	\$21.25	\$21.77	\$22.31

Annual Salary for Exempt Positions

ITWA: Administrative/Support and Professional/Technical Positions

Effective July 1, 2019 (FY20)

Grade	Step 3	4	5	6	7	8	9	10	11
IE-24	\$83,109.00	\$85,605.00	\$88,140.00	\$90,811.50	\$93,522.00	\$96,349.50	\$99,255.00	\$101,731.50	\$104,266.50
IE-23	\$81,471.00	\$83,889.00	\$86,404.50	\$88,998.00	\$91,689.00	\$94,419.00	\$97,266.00	\$99,684.00	\$102,199.50
IE-22	\$76,069.50	\$78,351.00	\$80,710.50	\$83,148.00	\$85,624.50	\$88,159.50	\$90,831.00	\$93,112.50	\$95,433.00
IE-21	\$71,058.00	\$73,242.00	\$75,387.00	\$77,668.50	\$79,989.00	\$82,387.50	\$84,883.50	\$86,989.50	\$89,173.50
IE-20	\$66,300.00	\$68,230.50	\$70,278.00	\$72,442.50	\$74,568.00	\$76,830.00	\$79,111.50	\$81,081.00	\$83,109.00
IE-19	\$60,372.00	\$62,185.50	\$64,018.50	\$65,929.50	\$67,957.50	\$69,985.50	\$72,052.50	\$73,866.00	\$75,738.00
IE-18	\$54,990.00	\$56,628.00	\$58,324.50	\$60,079.50	\$61,873.50	\$63,765.00	\$65,656.50	\$67,294.50	\$68,991.00
IE-17	\$53,313.00	\$54,912.00	\$56,550.00	\$58,246.50	\$59,982.00	\$61,776.00	\$63,667.50	\$65,247.00	\$66,865.50
IE-16	\$51,753.00	\$53,332.50	\$54,912.00	\$56,569.50	\$58,266.00	\$60,001.50	\$61,795.50	\$63,336.00	\$64,954.50
IE-15	\$48,750.00	\$50,232.00	\$51,714.00	\$53,293.50	\$54,873.00	\$56,530.50	\$58,227.00	\$59,689.50	\$61,171.50
IE-14	\$44,440.50	\$45,766.50	\$47,131.50	\$48,555.00	\$49,998.00	\$51,499.50	\$53,020.50	\$54,346.50	\$55,711.50
IE-13	\$40,872.00	\$42,139.50	\$43,368.00	\$44,674.50	\$46,039.50	\$47,385.00	\$48,808.50	\$50,037.00	\$51,285.00
IE-12	\$37,303.50	\$38,415.00	\$39,604.50	\$40,755.00	\$42,003.00	\$43,251.00	\$44,538.00	\$45,688.50	\$46,819.50
IE-11	\$34,690.50	\$35,724.00	\$36,835.50	\$37,908.00	\$39,039.00	\$40,209.00	\$41,437.50	\$42,451.50	\$43,504.50

Hourly Rates for Non-Exempt Positions (40 Hours)

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

Effective July 1, 2019 (FY20)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	\$31.65	\$32.61	\$33.56	\$34.55	\$35.41	\$36.27	\$37.19	\$38.10
BT3	\$27.76	\$28.58	\$29.44	\$30.30	\$31.05	\$31.82	\$32.62	\$33.40
BT2	\$25.27	\$26.00	\$26.78	\$27.57	\$28.25	\$28.96	\$29.65	\$30.40
BT1	\$23.00	\$23.67	\$24.38	\$25.09	\$25.72	\$26.35	\$27.00	\$27.66

Hourly Rates for Non-Exempt Positions (40 Hours)

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

Effective July 1, 2019 (FY20)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC3	\$24.66	\$25.37	\$26.09	\$26.83	\$27.47	\$28.13	\$28.80	\$29.49
BC2	\$23.50	\$24.17	\$24.87	\$25.57	\$26.18	\$26.80	\$27.45	\$28.10
BC1	\$20.49	\$21.08	\$21.67	\$22.28	\$22.82	\$23.36	\$23.92	\$24.49

Hourly Rates for Non-Exempt Positions (40 Hours)

BCTIA: Building Maintenance -- Trades (2nd Shift includes \$1.00 Hourly Differential)

Effective July 1, 2019 (FY20)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	\$32.65	\$33.61	\$34.56	\$35.55	\$36.41	\$37.27	\$38.19	\$39.10
BT3	\$28.76	\$29.58	\$30.44	\$31.30	\$32.05	\$32.82	\$33.62	\$34.40
BT2	\$26.27	\$27.00	\$27.78	\$28.57	\$29.25	\$29.96	\$30.65	\$31.40
BT1	\$24.00	\$24.67	\$25.38	\$26.09	\$26.72	\$27.35	\$28.00	\$28.66

Hourly Rates for Non-Exempt Positions (40 Hours)

BCTIA: Building Maintenance -- Custodians (2nd Shift includes \$1.00 Hourly Differential)

Effective July 1, 2019 (FY20)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC3	\$25.66	\$26.37	\$27.09	\$27.83	\$28.47	\$29.13	\$29.80	\$30.49
BC2	\$24.50	\$25.17	\$25.87	\$26.57	\$27.18	\$27.80	\$28.45	\$29.10
BC1	\$21.49	\$22.08	\$22.67	\$23.28	\$23.82	\$24.36	\$24.92	\$25.49

Hourly Rates for Non-Exempt Positions (40 Hours)

NIPEA: Public Works Salary Schedule

Effective July 1, 2019 (FY20)

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
W7		\$29.52	\$30.39	\$31.29	\$31.99	\$33.02	\$34.05	\$35.04
W6	\$26.94	\$27.72	\$28.56	\$29.40	\$30.27	\$30.96	\$31.60	\$32.26
W5	\$24.96	\$25.70	\$26.45	\$27.23	\$28.04	\$28.67	\$29.27	\$29.87
W4	\$23.26	\$23.96	\$24.66	\$25.39	\$26.15	\$26.82	\$27.39	\$27.95
W3	\$21.87	\$22.51	\$23.17	\$23.86	\$24.57	\$25.33	\$25.76	\$26.20
W2		\$20.41	\$21.15	\$21.97	\$22.81	\$23.76	\$24.16	\$24.58

Hourly Rates for Non-Exempt Positions (40 Hours)

Police Unit A: Officers and Sergeants

Effective June 30, 2019 (FY19)

GRADE	MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
P-2			\$33.68	\$34.93	\$36.28	\$37.69	\$38.44	\$39.20	\$39.99
P-1	\$23.53	\$24.66	\$25.85	\$27.11	\$28.43	\$29.82	\$31.26	\$31.89	\$32.52

Annual Salary for Exempt Positions

Police Superior Officers: Lieutenants

Effective July 1, 2018 (FY19)

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 January 1, 2019 (FY19)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Firefighter		\$24.12	\$25.33	\$26.59	\$27.93	\$29.32	\$30.81	\$31.42	\$32.06
Lieutenant				\$32.02	\$33.36	\$34.73	\$36.47	\$37.20	\$37.96
Captain						\$37.75	\$39.64	\$40.45	\$41.27

Hourly Rates for Non-Exempt Positions (40 Hours)

Fire Unit A

Effective January 1, 2019 (FY19)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Fire Inspector		\$25.33	\$26.58	\$27.92	\$29.31	\$30.77	\$32.32	\$32.98	\$33.64
EMS Administrator		\$25.33	\$26.58	\$27.92	\$29.31	\$30.77	\$32.32	\$32.98	\$33.64

Hourly Rates for Non-Exempt Positions (42 Hours)

Fire Unit C

Effective January 1, 2019 (FY19)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Deputy Chief				\$39.73	\$41.48	\$43.19	\$45.34	\$47.18

Hourly Rates for Non-Exempt Positions (40 Hours)

Fire Unit C

Effective January 1, 2019 (FY19)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Deputy Chief of Operations						\$49.81	\$52.35	\$54.45