

Current AFSCME Pay structure for probation and step advancements

Each position is connected to a classification that has an assigned pay range. The example below is *Pay range 09* for July 1, 2021 through June 30, 2022.

Each pay range has seven Steps with about 5% pay increase between each step.

July 1, 2020 to June 30, 2021 AFSCME Pay schedule

Pay Range	Job Code	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
09	6006*	Administrative Specialist II	21.58	22.67	23.80	24.99	26.24	27.55	28.93	Hourly
	0015*	Facilities Maintenance Worker	44886.40	47153.60	49504.00	51979.20	54579.20	57304.00	60174.40	Annual
	0038*	Accounting Technician II	A	B						
	6020*	Payroll Technician								
	8490	Utility Grounds Maintenance								

When an employee starts they are usually placed at Step 1. Sometimes an employee may start at a higher step if they have more experience, skills or education for that position.

After a 6 month probation period, employees advance one Step. That date becomes their *Anniversary date*.

Each year on that anniversary date employees advance one Step.

A person hired to pay range 09 in September 2021 would begin at \$21.58/hour

July 1, 2021 to June 30, 2022 AFSCME Pay schedule

Pay Range	Job Code	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
09			22.01	23.12	24.28	25.49	26.76	28.10	29.51	Hourly
			45780.80	48089.60	50502.40	53019.20	55660.80	58448.00	61380.80	Annual
			C	D						

Each year, usually for the pay period that includes July 1, an annual wage increase (or Cost of Living Adjustment, COLA) is applied to each step. This example shows a 2% wage increase beginning July 1, 2021 through June 30, 2022. Annual wage increases are negotiated and are separate from the step increase that occurs on the anniversary date.

Example

- A. An employee is hired on September 1, 2021 as a Facilities Maintenance Worker with pay range 09 at Step 1: \$21.58/hour.
- B. The employee passes probation 6 months later on Feb. 1, 2022 and advances to Step 2: \$22.67/hour. Feb. 1 becomes their anniversary date.
- C. On July 1, 2022 an annual wage increase, or COLA, of 2% the employee's pay increases to \$23.12.
- D. On Feb. 1, 2023 the employee advances to Step 3: \$24.28/hour. Each year on that date they continue to advance one Step. Annual wage increases (COLA) occur each year.

July 2021-22 AFSCME Pay adjustment explainer

Over 20 classifications had a pay adjustment as part of negotiations for the current contract to ensure that all AFSCME classifications began at \$20 by July 1, 2022. To achieve this some classifications move again to a higher pay range on July 1, 2022. A list of those classifications and the new negotiated pay range are included in a table at the end of this document. Classifications that change again in 2022 have a pay range listed under the column “New pay range July 1, 2022”.

To implement the new, higher pay ranges for these classifications, management and AFSCME negotiated the following: *For the pay range including July 1, 2021 Employees will be placed at the pay step in the new pay rate highest and closest to their current pay, plus one step increase. July 1 becomes the employee’s new anniversary date.*

Pay rate adjusted on July 1, 2021

(Pay range does NOT change again in 2022, unless there is a new pay range number in the “New pay range July 1, 2022” column in the “Pay Schedule Adjustments” table).

Looking at the classification table at the end of this document as well as the negotiated pay schedules for July 2021 and 2022, the Program Assistant I classification pay adjustment was negotiated to move from Pay range 06 to 08 on July 1, 2021. July 1 became their new anniversary date.

July 1, 2020 to June 30, 2021 AFSCME Pay schedule

Pay Range	Job Code	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
06	0040*	Program Assistant I	18.34	19.25	20.20	21.21	22.28	23.39	24.56 Hourly
	6026*	Safety and Security Officer	38147.2	40040.00	42016.00	44116.80	46342.40	48651.20	51084.80 Annual
	0048*	Traffic Control/Load Inspection Technician II							
	0033*	Lead Building Custodian - MRC							

A

Example

A. This person has the classification Program Assistant I, and was at Step 5 making 22.28/hour.

July 1, 2021 to June 30, 2022 AFSCME Pay schedule

Pay Range	Job Code	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
08	0048*	Traffic Control/Load Inspection Technician II	20.55	21.58	22.67	23.80	24.99	26.24	27.55 Hourly
	6026*	Safety and Security Officer	42744.00	44886.40	47153.60	49504.00	51979.20	54579.20	57304.00 Annual
	0033*	Lead Building Custodian - MRC							

B

C

D

B. As part of the negotiated pay adjustment, this classification moved to pay range 08 on July 1, 2021. The pay schedule above includes the negotiated annual wage increase (COLA) of 1.74%.

C. The negotiated language requires: *On July 1, 2021 Employees will be placed at the pay step in the new pay rate highest and closest to their current pay, plus one step increase.*
The next highest pay range is \$22.67

D. Plus one step increase is \$23.80 which is the person’s pay beginning July 1, 2021.

The person was at Step 5 before the adjustment and after was at Step 4. Because they moved to a higher pay range their pay was higher. July 1 becomes their new anniversary date and they will move up a pay step each year on that date in pay range 08.

Pay rate adjusted on July 1, 2021 and again July 1, 2022

Looking at the classification table at the end of this document as well as the negotiated pay schedules for July 2021 and 2022, the Traffic Control/Load Inspection Technician I classification pay adjustment was negotiated to move from Pay range 05 to 07 on July 1, 2021. This job classification also moves from pay range 07 to 08 on July 1, 2022. July 1 became their new anniversary date. Employees hired after July 1, 2021 that have classifications moving to a new pay range for the pay period including July 1, 2022 will have their anniversary date change to July 1 to implement the 2022 pay adjustment.

July 1, 2020 to June 30, 2021 AFSCME Pay schedule

Pay Range	Job Code	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
05	6005*	Administrative Specialist I	17.47	18.34	19.25	20.20	21.21	22.28	23.39 Hourly
	0034*	Traffic Control/Load Inspection Technician I	36337.6	38147.20	40040.00	42016.00	44116.80	46342.40	48651.20 Annual
	0049	Mailroom Coordinator							

A

Example

- A.** This person with classification of Traffic Control/Load Inspection Technician I hired on Oct. 1, 2020 at Step 2 making 18.34/hour, had March 1 as their anniversary date for step increases. Their pay range in 2020 was 05.

July 1, 2021 to June 30, 2022 AFSCME Pay schedule

Pay Range	Job Code	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
07	6005*	Administrative Specialist I	19.58	20.55	21.58	22.67	23.80	24.99	26.24 Hourly
	0006*	Food Service/Retail Specialist	40726.40	42744.00	44886.40	47153.60	49504.00	51979.20	54579.20 Annual
B	0034*	Traffic Control/Load Inspection Technician I							
	0049	Mailroom Coordinator							
	8500	Utility Worker							

C

D

- B.** As part of the negotiated pay adjustment, this classification moved from pay range 05 to pay range 07 on July 1, 2021.
- C.** The pay schedule above includes the negotiated annual wage increase of 1.74%. The negotiated language requires: *On July 1, 2021 Employees will be placed at the pay step in the new pay rate highest and closest to their current pay, plus one step increase.* The next highest pay range is \$19.58.
- D.** Plus one step increase is \$20.55 which is the person's pay beginning July 1, 2021.

Note: The person was at Step 2 before and after the pay adjustment but because they moved to a higher pay range their pay was higher. July 1 becomes their anniversary date.

July 1, 2022 to June 30, 2023 AFSCME Pay schedule

Pay Range	Job Code	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
08	0034*	Traffic Control/Load Inspection Technician I	20.96	22.01	23.12	24.28	25.49	26.76	28.10	Hourly
	6005*	Administrative Specialist I	43596.80	45780.80	48089.60	50502.40	53019.20	55660.80	58448.00	Annual
E	8485	Event Custodians								
	0013*	Scalehouse Technician	F	G						
	0040*	Program Assistant I								
	0032*	Building Custodian - MRC								
	0049	Mailroom Coordinator								

E. As part of the negotiated pay adjustment, this classification moves again on July 1, 2022 from pay range 07 to pay range 08.

F. The pay schedule below also has the negotiated annual wage increase of 2.0 % applied. The *new pay rate highest and closest to their current pay, plus one step increase.* The next highest pay range is \$20.96.

G. Plus one step increase is \$22.01 which is the person's pay beginning July 1, 2022.

The person was again at Step 2 before and after the pay adjustment but because they moved to a higher pay range their pay was higher.

July 1 remains their new anniversary date and they will move up a pay step each year on that date in pay range

Pay rate changes for AFSCME Variable hour positions

Variable hour classifications are paid at Step 1 of the regular status classification, these positions do not have step increases but do have their pay change when the classification receives an annual wage increase or has a pay adjustments. For example, variable hour Administrative Specialist I at OCC and Expo will have their pay rate change on July 1, 2022 when that classification changes from pay range 09 to pay range 10. The pay increases with the pay range change and that an annual range increase of 2% also occurs:

Example, VHE Administrative Specialist I

July 1, 2021: \$19.58

July 1, 2022: \$20.96

Pay schedule adjustments

The following classifications were part of a pay adjustment so all AFSCME classifications began at least \$20/hour by July 1, 2022. Employees in classifications listed below moved to a new pay range on July 1, 2021: placed at the pay step in the new pay rate highest and closest to their current pay rate (as of June 30, 2021) plus one step increase.

Some classifications move a pay range again on July 1, 2022.

Job Code	Current pay range	Classification	New pay range July 1, 2021	New pay range July 1, 2022
6026	6	Safety and Security Officer	8	9
0026	9	Lead Safety and Security Officer	11	
0032	4	Building Custodians Event Custodian	6	8
0033	6	Lead Building Custodian	8	11
0015	8	Facilities Maintenance Worker	9	
0053	12	Facilities Maintenance Technician	13	
0045	15	Facilities Maintenance Specialist	16	
0049	5	Mailroom Coordinator (currently vacant)	7	8
0013	7	Scalehouse Technician	8	
0014	10	Lead Scalehouse Technician	11	
0034	5	Traffic Control/Load Inspection Technician I	7	8
0048	6	Traffic Control/Load Inspection Technician II	8	9

Job Code	Current pay range	Classification	New pay range July 1, 2021	New pay range July 1, 2022
6005	5	Administrative Specialist I (Replaces Event receptionist classification)	7	8
6006	8	Administrative Specialist II	9	10
6007	9	Administrative Specialist III	11	12
6008	13	Administrative Specialist IV	15	16
0040	6	Program Assistant I	8	
0042	9	Program Assistant II	11	12
6024	13	Program Assistant III	14	16
0038	7	Accounting Technician II	9	10
6020	7	Payroll Technician	9	10
8170	849	Utility Maintenance Technician	8	10
8175	950	Utility Maintenance	11	
8300	962	Utility Maintenance Specialist	12	13
8385	972	Utility Maintenance Lead	13	
8490	941	Utility Grounds Maintenance	9	11
8500	952	Utility Worker	7	9
8495	961	Utility Lead*	8	10

METRO AFSCME Pay Schedule

Expo Center and OCC

July, 1 2020 to June 30, 2021

one year extension, before current contract

Pay Range	Job Code	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
970	8485	Event Custodian	16.64	17.47	18.34	19.25	20.20	21.21	22.28
952	8500	Utility Worker	17.88	18.58	19.33	20.10	20.91	21.75	22.61
849	8170	Utility Maintenance Technician*	18.40	19.14	19.89	20.68	21.51	22.38	23.27
941	8490	Utility Grounds Maintenance*	19.61	20.40	21.20	22.05	22.94	23.85	24.81
961	8495	Utility Lead*	19.48	20.25	21.06	21.91	22.79	23.70	24.65
950	8175	Utility Maintenance	21.63	22.51	23.40	24.33	25.31	26.32	27.38
962	8300	Utility Maintenance Specialist **	22.35	23.24	24.17	25.13	26.14	27.19	28.27
972	8385	Utility Maintenance Lead	24.13	25.10	26.10	27.15	28.23	29.36	30.53

*This classification is currently vacant.

**This classification shall be used at Expo only.

METRO AFSCME Pay Schedule
July, 1 2020 to June 30, 2021
one year extension, before current contract

Pay Range	Job Code	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
01	6012*	Office Assistant	14.35	15.08	15.84	16.64	17.47	18.34	19.25	Hourly
			29848	31366.40	32947.20	34611.20	36337.60	38147.20	40040	Annual
02		Vacant Range	15.08	15.84	16.64	17.47	18.34	19.25	20.20	Hourly
			31366.4	32947.20	34611.20	36337.60	38147.20	40040.00	42016.00	Annual
03		Vacant Range	15.84	16.64	17.47	18.34	19.25	20.20	21.21	Hourly
			32947.2	34611.20	36337.60	38147.20	40040.00	42016.00	44116.80	Annual
04	0032*	Building Custodian - MRC	16.64	17.47	18.34	19.25	20.20	21.21	22.28	Hourly
			34611.2	36337.60	38147.20	40040.00	42016.00	44116.80	46342.40	Annual
05	6005*	Administrative Specialist I	17.47	18.34	19.25	20.20	21.21	22.28	23.39	Hourly
	0034*	Traffic Control/Load Inspection Technician I	36337.6	38147.20	40040.00	42016.00	44116.80	46342.40	48651.20	Annual
	0049	Mailroom Coordinator								
06	0040*	Program Assistant I	18.34	19.25	20.20	21.21	22.28	23.39	24.56	Hourly
	6026*	Safety and Security Officer	38147.2	40040.00	42016.00	44116.80	46342.40	48651.20	51084.80	Annual
	0048*	Traffic Control/Load Inspection Technician II								
	0033*	Lead Building Custodian - MRC								
07	0038*	Accounting Technician II	19.25	20.20	21.21	22.28	23.39	24.56	25.79	Hourly
	0006*	Food Service/Retail Specialist	40040	42016.00	44116.80	46342.40	48651.20	51084.80	53643.20	Annual
	6020*	Payroll Technician								
	0013*	Scalehouse Technician								
08	6006*	Administrative Specialist II	20.20	21.21	22.28	23.39	24.56	25.79	27.08	Hourly
	0015*	Facilities Maintenance Worker	42016	44116.80	46342.40	48651.20	51084.80	53643.20	56326.40	Annual
09	6007*	Administrative Specialist III	21.21	22.28	23.39	24.56	25.79	27.08	28.44	Hourly
	0042*	Program Assistant II	44116.8	46342.40	48651.20	51084.80	53643.20	56326.40	59155.20	Annual
	0026*	Lead Safety and Security Officer								
10	0014*	Lead Scalehouse Technician	22.28	23.39	24.56	25.79	27.08	28.44	29.86	Hourly
			46342.4	48651.20	51084.80	53643.20	56326.40	59155.20	62108.80	Annual
11	6034*	Property Management Technician	23.39	24.56	25.79	27.08	28.44	29.86	31.37	Hourly
	6036*	Education Specialist I	48651.2	51084.80	53643.20	56326.40	59155.20	62108.80	65249.60	Annual
	6030	Zoo Registrar								
12	6001*	Accountant I	24.56	25.79	27.08	28.44	29.86	31.37	32.92	Hourly
	6031*	Assistant Visual Communication Designer	51084.8	53643.20	56326.40	59155.20	62108.80	65249.60	68473.60	Annual
	6016*	GIS Technician								
	0053*	Facilities Maintenance Technician								
	0055*	Landfill & Environmental Technician								
	0052*	Metro Paint Operations Technician								

*Non-exempt classification
 Employees in this class are eligible to receive overtime compensation

Effective: 7/1/20
 Revised: 9/1/2020
 COLA: 2.50%

METRO AFSCME Pay Schedule
July, 1 2020 to June 30, 2021
one year extension, before current contract

13	6008*	Administrative Specialist IV	25.79	27.08	28.44	29.86	31.37	32.92	34.57	Hourly
	0331*	Hazardous Waste Technician	53643.2	56326.40	59155.20	62108.80	65249.60	68473.60	71905.60	Annual
	6018*	Payroll Specialist								
	6024*	Program Assistant III								
	0057*	Technical Specialist I								
14	6037*	Education Specialist II	27.08	28.44	29.86	31.37	32.92	34.57	36.31	Hourly
	0059*	Technical Specialist II	56326.4	59155.20	62108.80	65249.60	68473.60	71905.60	75524.80	Annual
	0058*	Volunteer Coordinator I								
	0333*	Assistant Management Analyst								
	0338*	Assistant Public Affairs Specialist								
	6032	Associate Visual Communication Designer								
	0639	Video and Photography Technician								
	0041*	Records & Information Analyst I								
15	0063*	Metro Paint Operations Specialist	28.44	29.86	31.37	32.92	34.57	36.31	38.14	Hourly
	0045*	Facilities Maintenance Specialist	59155.2	62108.80	65249.60	68473.60	71905.60	75524.80	79331.20	Annual
	6002	Accountant II								
	0062	Systems Administrator I								
	0061	Systems Analyst I								
	0301*	Procurement Analyst I								
16	0332*	Hazardous Waste Specialist	29.86	31.37	32.92	34.57	36.31	38.14	40.04	Hourly
	0064*	Landfill & Environmental Specialist	62108.8	65249.60	68473.60	71905.60	75524.80	79331.20	83283.20	Annual
	0073*	Technical Specialist III								
	6009	Assistant GIS Specialist								
	6000	Assistant Natural Resource Scientist								
	0354	Assistant Regional Planner								
	0343	Assistant Solid Waste Planner								
	6011	Assistant Researcher & Modeler								
	0348	Assistant Transportation Planner								
	0334	Associate Management Analyst								
	0339	Associate Public Affairs Specialist								
	6038	Education Specialist III								
	0056	Records & Information Analyst II								
	6033	Senior Visual Communication Designer								
	0065	Volunteer Coordinator II								
17	0067	Systems Administrator II	31.37	32.92	34.57	36.31	38.14	40.04	42.05	Hourly
	0066	Systems Analyst II	65249.6	68473.60	71905.60	75524.80	79331.20	83283.20	87464.00	Annual
	0074	Program Coordinator I								
	0302	Procurement Analyst II								
18	6004	Accountant III	32.92	34.57	36.31	38.14	40.04	42.05	44.14	Hourly
	6013	Associate GIS Specialist	68473.6	71905.60	75524.80	79331.20	83283.20	87464.00	91811.20	Annual
	6014	Associate Natural Resource Scientist								
	0355	Associate Regional Planner								
	0344	Associate Solid Waste Planner								
	6015	Associate Researcher & Modeler								
	0349	Associate Transportation Planner								
	6025	Property Management Specialist								
	0335	Senior Management Analyst								

*Non-exempt classification

Employees in this class are eligible to receive overtime compensation

Effective: 7/1/20
 Revised: 9/1/2020
 COLA: 2.50%

METRO AFSCME Pay Schedule
July, 1 2020 to June 30, 2021
one year extension, before current contract

19	6040	Endocrinology Research Technician	34.57	36.31	38.14	40.04	42.05	44.14	46.35	Hourly
	6017	Investment Coordinator	71905.6	75524.80	79331.20	83283.20	87464.00	91811.20	96408.00	Annual
	0340	Senior Public Affairs Specialist								
	0075	Program Coordinator II								
	0303	Procurement Analyst III								
20	0476	Construction Project Manager I	36.31	38.14	40.04	42.05	44.14	46.35	48.67	Hourly
	0069	Systems Analyst III	75524.8	79331.20	83283.20	87464.00	91811.20	96408.00	101233.60	Annual
	0365	Real Estate Negotiator								
	0070	Systems Administrator III								
	0078	Transportation Engineer I								
21	6035	Lead Real Estate Negotiator	38.14	40.04	42.05	44.14	46.35	48.67	51.11	Hourly
	6027	Senior GIS Specialist	79331.2	83283.20	87464.00	91811.20	96408.00	101233.60	106308.80	Annual
	6028	Senior Natural Resource Scientist								
	0356	Senior Regional Planner								
	0345	Senior Solid Waste Planner								
	6029	Senior Researcher & Modeler								
	0350	Senior Transportation Planner								
	6039	Senior Real Estate Analyst								
	0341	Principal Public Affairs Specialist								
	0068	Digital Media Specialist								
	0079	Program Manager								
22	6021	Principal GIS Specialist	40.04	42.05	44.14	46.35	48.67	51.11	53.66	Hourly
	6022	Principal Natural Resource Scientist	83283.2	87464	91811.2	96408	101233.6	106308.8	111612.8	Annual
	0357	Principal Regional Planner								
	0346	Principal Solid Waste Planner								
	6023	Principal Researcher & Modeler								
	0351	Principal Transportation Planner								
	0072	Systems Administrator IV								
	0071	Systems Analyst IV								
	0077	Transportation Engineer II								
	0477	Construction Project Manager II								
	0308	Senior Engineer								

*Non-exempt classification
 Employees in this class are eligible to receive overtime compensation

Effective: 7/1/20
 Revised: 9/1/2020
 COLA: 2.50%

METRO AFSCME Pay Schedule

July, 1 2021 to June 30, 2022

Year one of wage adjustments

Pay Range	Job Code	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
01	6012*	Office Assistant	14.60	15.34	16.12	16.93	17.77	18.66	19.58	Hourly
			30368.00	31907.20	33529.60	35214.40	36961.60	38812.80	40726.40	Annual
02		Vacant Range	15.34	16.12	16.93	17.77	18.66	19.58	20.55	Hourly
			31907.20	33529.60	35214.40	36961.60	38812.80	40726.40	42744.00	Annual
03		Vacant Range	16.12	16.93	17.77	18.66	19.58	20.55	21.58	Hourly
			33529.60	35214.40	36961.60	38812.80	40726.40	42744.00	44886.40	Annual
04		Vacant Range	16.93	17.77	18.66	19.58	20.55	21.58	22.67	Hourly
			35214.40	36961.60	38812.80	40726.40	42744.00	44886.40	47153.60	Annual
05		Vacant Range	17.77	18.66	19.58	20.55	21.58	22.67	23.80	Hourly
			36961.60	38812.80	40726.40	42744.00	44886.40	47153.60	49504.00	Annual
06	0032*	Building Custodian - MRC	18.66	19.58	20.55	21.58	22.67	23.80	24.99	Hourly
	8485	Event Custodians	38812.80	40726.40	42744.00	44886.40	47153.60	49504.00	51979.20	Annual
07	6005*	Administrative Specialist I	19.58	20.55	21.58	22.67	23.80	24.99	26.24	Hourly
	0006*	Food Service/Retail Specialist	40726.40	42744.00	44886.40	47153.60	49504.00	51979.20	54579.20	Annual
	0034*	Traffic Control/Load Inspection Technician I								
	0049	Mailroom Coordinator								
	8500	Utility Worker								
08	0048*	Traffic Control/Load Inspection Technician II	20.55	21.58	22.67	23.80	24.99	26.24	27.55	Hourly
	6026*	Safety and Security Officer	42744.00	44886.40	47153.60	49504.00	51979.20	54579.20	57304.00	Annual
	0033*	Lead Building Custodian - MRC								
	0013*	Scalehouse Technician								
	0040*	Program Assistant I								
	8170	Utility Maintenance Technician								
09	8495	Utility Lead								
	6006*	Administrative Specialist II	21.58	22.67	23.80	24.99	26.24	27.55	28.93	Hourly
	0015*	Facilities Maintenance Worker	44886.40	47153.60	49504.00	51979.20	54579.20	57304.00	60174.40	Annual
	0038*	Accounting Technician II								
	6020*	Payroll Technician								
10	8490	Utility Grounds Maintenance								
		Vacant Range	22.67	23.80	24.99	26.24	27.55	28.93	30.38	Hourly
			47153.60	49504.00	51979.20	54579.20	57304.00	60174.40	63190.40	Annual
11	6034*	Property Management Technician	23.80	24.99	26.24	27.55	28.93	30.38	31.92	Hourly
	6036*	Education Specialist I	49504.00	51979.20	54579.20	57304.00	60174.40	63190.40	66393.60	Annual
	6030	Zoo Registrar								
	0026*	Lead Safety and Security Officer								
	0014*	Lead Scalehouse Technician								
	6007*	Administrative Specialist III								
	0042*	Program Assistant II								
	8175	Utility Maintenance								

*Non-exempt classification

Employees in this class are eligible to receive overtime compensation

Effective: 7/1/21

Revised:

COLA: 1.74%

METRO AFSCME Pay Schedule
July, 1 2021 to June 30, 2022
Year one of wage adjustments

12	6001*	Accountant I	24.99	26.24	27.55	28.93	30.38	31.92	33.49	Hourly
	6031*	Assistant Visual Communication Designer	51979.20	54579.20	57304.00	60174.40	63190.40	66393.60	69659.20	Annual
	6016*	GIS Technician								
	0055*	Environmental Technician								
	0052*	Metro Paint Operations Technician								
	8300	Utility Maintenance Specialist								
13	0053*	Facilities Maintenance Technician	26.24	27.55	28.93	30.38	31.92	33.49	35.17	Hourly
	0331*	Hazardous Waste Technician	54579.20	57304.00	60174.40	63190.40	66393.60	69659.20	73153.60	Annual
	6018*	Payroll Specialist								
	0057*	Technical Specialist I								
	8385	Utility Maintenance Lead								
14	6037*	Education Specialist II	27.55	28.93	30.38	31.92	33.49	35.17	36.94	Hourly
	0059*	Technical Specialist II	57304.00	60174.40	63190.40	66393.60	69659.20	73153.60	76835.20	Annual
	0058*	Volunteer Coordinator I								
	0333*	Assistant Management Analyst								
	0338*	Assistant Public Affairs Specialist								
	6032	Associate Visual Communication Designer								
	0639	Video and Photography Technician								
	0041*	Records & Information Analyst I								
	6024*	Program Assistant III								
15	0063*	Metro Paint Operations Specialist	28.93	30.38	31.92	33.49	35.17	36.94	38.80	Hourly
	0301*	Procurement Analyst I	60174.40	63190.40	66393.60	69659.20	73153.60	76835.20	80704.00	Annual
	6002	Accountant II								
	0062	Systems Administrator I								
	0061	Systems Analyst I								
	6008*	Administrative Specialist IV								
16	0332*	Hazardous Waste Specialist	30.38	31.92	33.49	35.17	36.94	38.80	40.74	Hourly
	0064*	Environmental Specialist	63190.40	66393.60	69659.20	73153.60	76835.20	80704.00	84739.20	Annual
	0073*	Technical Specialist III								
	6009	Assistant GIS Specialist								
	6000	Assistant Natural Resource Scientist								
	0354	Assistant Regional Planner								
	0343	Assistant Solid Waste Planner								
	6011	Assistant Researcher & Modeler								
	0348	Assistant Transportation Planner								
	0334	Associate Management Analyst								
	0339	Associate Public Affairs Specialist								
	6038	Education Specialist III								
	0056	Records & Information Analyst II								
	6033	Senior Visual Communication Designer								
	0065	Volunteer Coordinator II								
	6041	RID Patrol Crew Lead								
	0045*	Facilities Maintenance Specialist								

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METRO AFSCME Pay Schedule
July, 1 2021 to June 30, 2022
Year one of wage adjustments

17	0067	Systems Administrator II	31.92	33.49	35.17	36.94	38.80	40.74	42.78	Hourly
	0066	Systems Analyst II	66393.60	69659.20	73153.60	76835.20	80704.00	84739.20	88982.40	Annual
	0074	Program Coordinator I								
	0302	Procurement Analyst II								
18	6004	Accountant III	33.49	35.17	36.94	38.80	40.74	42.78	44.91	Hourly
	6013	Associate GIS Specialist	69659.20	73153.60	76835.20	80704.00	84739.20	88982.40	93412.80	Annual
	6014	Associate Natural Resource Scientist								
	0355	Associate Regional Planner								
	0344	Associate Solid Waste Planner								
	6015	Associate Researcher & Modeler								
	0349	Associate Transportation Planner								
	6025	Property Management Specialist								
	0335	Senior Management Analyst								
19	6040	Endocrinology Research Technician	35.17	36.94	38.80	40.74	42.78	44.91	47.16	Hourly
	6017	Investment Coordinator	73153.60	76835.20	80704.00	84739.20	88982.40	93412.80	98092.80	Annual
	0340	Senior Public Affairs Specialist								
	0075	Program Coordinator II								
	0303	Procurement Analyst III								
20	0476	Construction Project Manager I	36.94	38.80	40.74	42.78	44.91	47.16	49.52	Hourly
	0069	Systems Analyst III	76835.20	80704.00	84739.20	88982.40	93412.80	98092.80	103001.60	Annual
	0365	Real Estate Negotiator								
	0070	Systems Administrator III								
	0078	Transportation Engineer I								
21	6035	Lead Real Estate Negotiator	38.80	40.74	42.78	44.91	47.16	49.52	52.00	Hourly
	6027	Senior GIS Specialist	80704.00	84739.20	88982.40	93412.80	98092.80	103001.60	108160.00	Annual
	6028	Senior Natural Resource Scientist								
	0356	Senior Regional Planner								
	0345	Senior Solid Waste Planner								
	6029	Senior Researcher & Modeler								
	0350	Senior Transportation Planner								
	6039	Senior Real Estate Analyst								
	0341	Principal Public Affairs Specialist								
	0068	Digital Media Specialist								
	0079	Program Manager								
22	6021	Principal GIS Specialist	40.74	42.78	44.91	47.16	49.52	52.00	54.59	Hourly
	6022	Principal Natural Resource Scientist	84739.20	88982.40	93412.80	98092.80	103001.60	108160.00	113547.20	Annual
	0357	Principal Regional Planner								
	0346	Principal Solid Waste Planner								
	6023	Principal Researcher & Modeler								
	0351	Principal Transportation Planner								
	0072	Systems Administrator IV								
	0071	Systems Analyst IV								
	0077	Transportation Engineer II								
	0477	Construction Project Manager II								
	0308	Senior Engineer								

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Effective: 7/1/21
 Revised:
 COLA: 1.74%

METRO AFSCME Pay Schedule

July, 1 2022 to June 30, 2023

Year two of wage adjustments

Pay Range	Job Code	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
01	6012*	Office Assistant	14.89	15.65	16.44	17.27	18.13	19.03	19.97	Hourly
			30971.20	32552.00	34195.20	35921.60	37710.40	39582.40	41537.60	Annual
02		Vacant Range	15.65	16.44	17.27	18.13	19.03	19.97	20.96	Hourly
			32552.00	34195.20	35921.60	37710.40	39582.40	41537.60	43596.80	Annual
03		Vacant Range	16.44	17.27	18.13	19.03	19.97	20.96	22.01	Hourly
			34195.20	35921.60	37710.40	39582.40	41537.60	43596.80	45780.80	Annual
04		Vacant Range	17.27	18.13	19.03	19.97	20.96	22.01	23.12	Hourly
			35921.60	37710.40	39582.40	41537.60	43596.80	45780.80	48089.60	Annual
05		Vacant Range	18.13	19.03	19.97	20.96	22.01	23.12	24.28	Hourly
			37710.40	39582.40	41537.60	43596.80	45780.80	48089.60	50502.40	Annual
06		Vacant Range	19.03	19.97	20.96	22.01	23.12	24.28	25.49	Hourly
			39582.40	41537.60	43596.80	45780.80	48089.60	50502.40	53019.20	Annual
07	0006*	Food Service/Retail Specialist	19.97	20.96	22.01	23.12	24.28	25.49	26.76	Hourly
			41537.60	43596.80	45780.80	48089.60	50502.40	53019.20	55660.80	Annual
08	0034*	Traffic Control/Load Inspection Technician I	20.96	22.01	23.12	24.28	25.49	26.76	28.10	Hourly
	6005*	Administrative Specialist I	43596.80	45780.80	48089.60	50502.40	53019.20	55660.80	58448.00	Annual
	8485	Event Custodians								
	0013*	Scalehouse Technician								
	0040*	Program Assistant I								
	0032*	Building Custodian - MRC								
	0049	Mailroom Coordinator								
09	0048*	Traffic Control/Load Inspection Technician II	22.01	23.12	24.28	25.49	26.76	28.10	29.51	Hourly
	0015*	Facilities Maintenance Worker	45780.80	48089.60	50502.40	53019.20	55660.80	58448.00	61380.80	Annual
	6026*	Safety and Security Officer								
	8500	Utility Worker								
10	6006*	Administrative Specialist II	23.12	24.28	25.49	26.76	28.10	29.51	30.99	Hourly
	0038*	Accounting Technician II	48089.60	50502.40	53019.20	55660.80	58448.00	61380.80	64459.20	Annual
	6020*	Payroll Technician								
	8170	Utility Maintenance Technician								
	8495	Utility Lead								
11	6034*	Property Management Technician	24.28	25.49	26.76	28.10	29.51	30.99	32.56	Hourly
	6036*	Education Specialist I	50502.40	53019.20	55660.80	58448.00	61380.80	64459.20	67724.80	Annual
	6030	Zoo Registrar								
	0026*	Lead Safety and Security Officer								
	0014*	Lead Scalehouse Technician								
	8175	Utility Maintenance								
	8490	Utility Grounds Maintenance								
	0033*	Lead Building Custodian - MRC								

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Effective: 7/1/22

Revised:

COLA: 2.00%

METRO AFSCME Pay Schedule
July, 1 2022 to June 30, 2023
Year two of wage adjustments

12	6001*	Accountant I	25.49	26.76	28.10	29.51	30.99	32.56	34.16	Hourly
	6031*	Assistant Visual Communication Designer	53019.20	55660.80	58448.00	61380.80	64459.20	67724.80	71052.80	Annual
	6016*	GIS Technician								
	0055*	Environmental Technician								
	0052*	Metro Paint Operations Technician								
	6007*	Administrative Specialist III								
	0042*	Program Assistant II								
13	0053*	Facilities Maintenance Technician	26.76	28.10	29.51	30.99	32.56	34.16	35.87	Hourly
	0331*	Hazardous Waste Technician	55660.80	58448.00	61380.80	64459.20	67724.80	71052.80	74609.60	Annual
	6018*	Payroll Specialist								
	0057*	Technical Specialist I								
	8385	Utility Maintenance Lead								
	8300	Utility Maintenance Specialist								
14	6037*	Education Specialist II	28.10	29.51	30.99	32.56	34.16	35.87	37.68	Hourly
	0059*	Technical Specialist II	58448.00	61380.80	64459.20	67724.80	71052.80	74609.60	78374.40	Annual
	0058*	Volunteer Coordinator I								
	0333*	Assistant Management Analyst								
	0338*	Assistant Public Affairs Specialist								
	6032	Associate Visual Communication Designer								
	0639	Video and Photography Technician								
	0041*	Records & Information Analyst I								
15	0063*	Metro Paint Operations Specialist	29.51	30.99	32.56	34.16	35.87	37.68	39.58	Hourly
	0301*	Procurement Analyst I	61380.80	64459.20	67724.80	71052.80	74609.60	78374.40	82326.40	Annual
	6002	Accountant II								
	0062	Systems Administrator I								
	0061	Systems Analyst I								
16	0332*	Hazardous Waste Specialist	30.99	32.56	34.16	35.87	37.68	39.58	41.55	Hourly
	0064*	Environmental Specialist	64459.20	67724.80	71052.80	74609.60	78374.40	82326.40	86424.00	Annual
	0073*	Technical Specialist III								
	6009	Assistant GIS Specialist								
	6000	Assistant Natural Resource Scientist								
	0354	Assistant Regional Planner								
	0343	Assistant Solid Waste Planner								
	6011	Assistant Researcher & Modeler								
	0348	Assistant Transportation Planner								
	0334	Associate Management Analyst								
	0339	Associate Public Affairs Specialist								
	6038	Education Specialist III								
	0056	Records & Information Analyst II								
	6033	Senior Visual Communication Designer								
	0065	Volunteer Coordinator II								
	6041	RID Patrol Crew Lead								
	0045*	Facilities Maintenance Specialist								
	6008*	Administrative Specialist IV								
	6024*	Program Assistant III								

*Non-exempt classification
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Effective: 7/1/22
 Revised:
 COLA: 2.00%

METRO AFSCME Pay Schedule
July, 1 2022 to June 30, 2023
Year two of wage adjustments

17	0067	Systems Administrator II	32.56	34.16	35.87	37.68	39.58	41.55	43.64	Hourly
	0066	Systems Analyst II	67724.80	71052.80	74609.60	78374.40	82326.40	86424.00	90771.20	Annual
	0074	Program Coordinator I								
	0302	Procurement Analyst II								
18	6004	Accountant III	34.16	35.87	37.68	39.58	41.55	43.64	45.81	Hourly
	6013	Associate GIS Specialist	71052.80	74609.60	78374.40	82326.40	86424.00	90771.20	95284.80	Annual
	6014	Associate Natural Resource Scientist								
	0355	Associate Regional Planner								
	0344	Associate Solid Waste Planner								
	6015	Associate Researcher & Modeler								
	0349	Associate Transportation Planner								
	6025	Property Management Specialist								
	0335	Senior Management Analyst								
19	6040	Endocrinology Research Technician	35.87	37.68	39.58	41.55	43.64	45.81	48.10	Hourly
	6017	Investment Coordinator	74609.60	78374.40	82326.40	86424.00	90771.20	95284.80	100048.00	Annual
	0340	Senior Public Affairs Specialist								
	0075	Program Coordinator II								
	0303	Procurement Analyst III								
20	0476	Construction Project Manager I	37.68	39.58	41.55	43.64	45.81	48.10	50.51	Hourly
	0069	Systems Analyst III	78374.40	82326.40	86424.00	90771.20	95284.80	100048.00	105060.80	Annual
	0365	Real Estate Negotiator								
	0070	Systems Administrator III								
	0078	Transportation Engineer I								
21	6035	Lead Real Estate Negotiator	39.58	41.55	43.64	45.81	48.10	50.51	53.04	Hourly
	6027	Senior GIS Specialist	82326.40	86424.00	90771.20	95284.80	100048.00	105060.80	110323.20	Annual
	6028	Senior Natural Resource Scientist								
	0356	Senior Regional Planner								
	0345	Senior Solid Waste Planner								
	6029	Senior Researcher & Modeler								
	0350	Senior Transportation Planner								
	6039	Senior Real Estate Analyst								
	0341	Principal Public Affairs Specialist								
	0068	Digital Media Specialist								
	0079	Program Manager								
22	6021	Principal GIS Specialist	41.55	43.64	45.81	48.10	50.51	53.04	55.68	Hourly
	6022	Principal Natural Resource Scientist	86424.00	90771.20	95284.80	100048.00	105060.80	110323.20	115814.40	Annual
	0357	Principal Regional Planner								
	0346	Principal Solid Waste Planner								
	6023	Principal Researcher & Modeler								
	0351	Principal Transportation Planner								
	0072	Systems Administrator IV								
	0071	Systems Analyst IV								
	0077	Transportation Engineer II								
	0477	Construction Project Manager II								
	0308	Senior Engineer								

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