

## City of Carmel Proposed 2020 Pay Grades and Steps

### Non-Directors

	Step 1 26 Pays	Step 1 27 Pays	Step 2 26 Pays	Step 2 27 Pays	Step 3 26 Pays	Step 3 27 Pays	Step 4 26 Pays	Step 4 27 Pays	Step 5 26 Pays	Step 5 27 Pays	Step 6 26 Pays	Step 6 27 Pays
<b>Grade 6</b>	40,536	42,095	42,157	43,778	43,779	45,463	45,400	47,146	47,023	48,832	48,643	50,514
<b>Grade 7</b>	44,640	46,357	46,426	48,212	48,211	50,065	49,997	51,920	51,782	53,774	53,568	55,628
<b>Grade 8</b>	48,744	50,619	50,695	52,645	52,643	54,668	54,593	56,693	56,542	58,717	58,494	60,744
<b>Grade 9</b>	52,848	54,881	54,962	57,076	57,075	59,270	59,189	61,466	61,301	63,659	63,418	65,857
<b>Grade 10</b>	56,954	59,145	59,230	61,508	61,507	63,873	63,785	66,238	66,062	68,603	68,344	70,973
<b>Grade 11</b>	61,057	63,405	63,500	65,942	65,942	68,478	68,384	71,014	70,826	73,550	73,269	76,087
<b>Grade 12</b>	65,162	67,668	67,768	70,374	70,374	73,081	72,981	75,788	75,586	78,493	78,193	81,200
<b>Grade 13</b>	69,266	71,930	72,036	74,807	74,806	77,683	77,577	80,561	80,346	83,436	83,118	86,315
<b>Grade 14</b>	73,369	76,191	76,303	79,238	79,237	82,285	82,171	85,331	85,105	88,378	88,043	91,429
<b>Grade 15</b>	77,474	80,454	80,571	83,670	83,669	86,887	86,767	90,104	89,864	93,320	92,968	96,544
<b>Grade 16</b>	81,578	84,716	84,840	88,103	88,103	91,492	91,366	94,880	94,629	98,269	97,893	101,658
<b>Grade 17</b>	85,682	88,977	89,108	92,535	92,535	96,094	95,963	99,654	99,390	103,213	102,818	106,773
<b>Grade 18</b>	89,786	93,239	93,378	96,969	96,967	100,697	100,559	104,427	104,148	108,154	107,744	111,888
<b>Grade 19</b>	93,891	97,502	97,645	101,401	101,399	105,299	105,155	109,199	108,909	113,098	112,669	117,002
<b>Grade 20</b>	97,994	101,763	101,914	105,834	105,835	109,906	109,754	113,975	113,673	118,045	117,593	122,116

### Directors

	Range Minimum 26 Pays	Range Minimum 27 Pays	Range Maximum 26 Pays	Range Maximum 27 Pays
<b>Grade 21</b>	117,656	122,181	141,186	146,616
<b>Grade 22</b>	132,874	137,985	159,450	165,583
<b>Grade 23</b>	148,094	153,790	177,712	184,547

Cells labeled 26 Pays (shaded) represent annual base pay for each grade and step and reflect a 3% increase from 2019. Cells labeled 27 Pays include an extra pay—these should be used for budgeting purposes. The City reserves the right to correct any errors.