

Classification and Compensation Study Final Report for



CITY OF KNOXVILLE

February 28, 2022



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Executive Summary

- Three pay plans have been created from the same statistical analysis: Fire, Police and General Government. Fire and Police plans were constructed as step plans; the step plans for Fire and Police both consist of 25 steps, with 1.7% increments between each step. The overall range spread from step 1 to step 25 is 50%. The General Government plan is an open range plan with a minimum, midpoint, and maximum salary level for each pay grade. The overall range spread is 60%.
- The three pay plans created are aligned at 100% of the market averages.
- An hourly wage minimum of \$15 per hour has been established for all full-time and permanent part-time positions.
- To address the impact of inflation on employee compensation, the study recommends for this year only that the annual 2.5% COLA be raised by an additional 3.5%. Consequently, this year's increase will reflect a 6% adjustment.
- To acknowledge the work and contribution of City employees during the pandemic, a one-time \$2,000.00 incentive payment should be granted to all current City employees.
- The study addresses salary compression among the workforce by providing additional pay adjustments based on hire date with the organization. Those additional adjustments for salary compression were applied to individuals with the most severe instances of compression.
- Each position has been reviewed to determine exemption status under the Fair Labor Standards Act (FLSA).
- All positions are assigned to an occupational category.

- City benefits such as health insurance and leave time have been compared to the benefits offered by the peer or surveyed organizations. Benefit comparison information and associated recommendations are contained in Appendix Two of the reports.
- Incentives proposed for public safety (Fire & Police) are outlined in Appendix One of the reports.
- Starting with July 1, of 2023, the City must increase all the pay ranges and step tables within the three pay plans to ensure competitiveness. The step tables for Fire and Police should be adjusted by 2.5% (As mandated by local ordinance). Since the proposed increment between the steps is 1.7%, the increase of 2.5% will yield an actualized pay increase for public safety personnel of 4.2% when they are moved to the next step. For the General Government plan, the pay ranges should be adjusted by 1.5%. Current employees would be granted the 2.5% COLA as outlined in the current ordinance. By adopting the practice of adjusting the pay ranges slightly lower than the actual COLA, current employees will move forward within the pay ranges, which reduces salary compression and places separation between new hires and current staff.
- Reclassification requests from departments should be limited to once a year, in accordance with the development of the annual budget. We recommend a March or April timeframe.
- The City should consider implementing a merit-pay bonus program to reward high-achieving employees over the next two years. One approach to consider is allowing departments to budget 1% to 2% of their payroll to distribute based on performance.
- The Human Resources Department should conduct a staffing and needs assessment to determine the appropriate number of personnel and skill-sets needed to elevate the department from a transactionally driven department to a strategic partner within the organization.
- Updated job descriptions will be prepared as part of the study based on information provided by employees in the Job Profile Questionnaire (JPQ).



City of Knoxville, Tennessee
Classification & Compensation Study Final Report

Table of Contents

Executive Summary

Section 1.0 – Proposed Compensation Philosophy..... Section 1

Section 2.0 – Introduction and Approach Section 2

Section 3.0 – Selected Compensation Policies Section 3

Section 4.0 – Total Rewards Section 4

Section 5.0 – Salary Survey Summary Section 5

Section 6.0 – Proposed Pay Plans..... Section 6

Section 7.0 – Step Tables..... Section 7

Section 8.0 – Alphabetical Classification List..... Section 8

Section 9.0 – Classification Comparison List Section 9

Appendix One: Proposed Incentive Pay

Appendix Two: Benefits Review Summary

Appendix Three: FLSA Recommendations

Appendix Four: Occupational Groupings

SECTION 1.0
Proposed Compensation Philosophy

1.0 – Proposed Compensation Philosophy

The City of Knoxville strives to provide exemplary service to the community by being a model for 21st Century government. Recognizing the importance of our workforce of resolute and talented professional staff, the City is committed to promoting organizational and community values that include **exceptional service to the public; consistent and excellent performance; innovation; good fiscal, social, and environmental stewardship; and ethical behavior.**

The City of Knoxville’s mission is to

- Provide essential services
- Build and maintain infrastructure
- Facilitate solutions, and
- Create opportunities

To achieve and maintain our ambitious standards of service and performance, the City must continue to attract and retain well-qualified staff who exemplify the organization’s values. The City of Knoxville values include: integrity, stewardship, service, respect, and collaboration. A public service environment that is attractive to such individuals depends upon many factors, including pride, teamwork, a positive work environment, a competitive compensation program, and non-monetary benefits such as recognition in the workplace for accomplishments, professional development and opportunities for promotion. The City is committed to be an “employer of choice” as part of an overall strategy of attracting and retaining talent that will uphold the City’s organizational values.

The compensation program reflects the City’s commitment to retaining and attracting high-skilled, high-performing staff capable of delivering the highest standards of public service to our community. The City expects all staff to consistently perform to those ambitious standards in their work performance, customer service, ethics, and passion for public service. The City strives to administer pay and benefits in a way that is fair and transparent to all, that provides equal pay for equal work, and that does not take into consideration race, ethnicity, religion, sex, gender, sexual orientation, gender identity or expression, or other factors unrelated to work performance.

In order to provide competitive, sustainable, and responsible compensation, the City’s compensation plan considers the following:

A total compensation approach which consists of but is not limited to direct compensation, e.g., salary; and indirect compensation such as health insurance, retirement, professional development, and time-off benefits.

In evaluating competitive compensation, the City considers:

- A. Financial sustainability as reflected by the City ’s financial forecasts and revenue projections, competing service priorities, long-term liabilities, capital improvement and other asset requirements, and fund reserve levels.

- B. The “relevant labor market” which may vary depending upon classification but is primarily defined by geographic region (local and/or state-wide) and key markets (municipal and other government agencies) and if applicable, private sector when readily available and effectively comparable.
- C. “Internal Relationships” referring to the relative value of classifications to one another as determined by the City.
- D. The City will compare responsibilities, skill level, knowledge, ability, and judgment to determine similarity, and evaluate the equity of pay differentials.
- E. Other relevant factors may include unforeseen economic, regulatory, or service changes.
- F. Transparency with the community, recognizing that taxpayers fund all employee compensation and deserve commensurate value from all those who work for the City. This includes not only disclosure of the components of workforce compensation, but adequate advance notice of material policy changes in order to participate effectively in decision-making that affects the City’s finances.

Ideally, every five years, the City will evaluate its compensation structure, programs, and policies to assess market competitiveness, effectiveness and compliance with applicable State and federal law. This is with the understanding that more frequent adjustments to the compensation structure may be needed as a result of intermittent evaluations or other factors already cited. This will be accomplished by working with the City of Knoxville Human Resources director and staff to fairly apportion compensation and benefits, utilizing all the resources and tools available to the City.

SECTION 2.0
Introduction and Approach

2.0 – Introduction & Approach

Introduction

The City of Knoxville contracted with Management Advisory Group International, Inc. (MAG) to conduct a compensation survey and assessment of jobs study for all current City classifications. This report presents the findings and recommendations of the study. MAG's findings and recommendations are based on:

- Salary survey results;
- Current organizational structure;
- Discussions with Human Resources, and review of current compensation practices;
- Interviews with department heads;
- Job analysis based on job questionnaires; and
- Internal equity and external competitiveness considerations.

The goal of the City for this project was to provide the foundation for an appropriate classification and compensation system and pay plan based on current compensation levels for similar public sector employers, municipalities, and local market competitors. In response, MAG has developed a proposed pay plan and developed salary adjustment recommendations for current incumbents in included City of Knoxville classifications.

As part of the City's employee engagement and transparency approach to the study, The Mayor authorized the creation of the Employee Committee. The City of Knoxville created an Employee Committee to review the process for the compensation study. The committee included:

- Employee representatives from the Fire Department, Police Department, and General Government;
- Director of Employee Benefits;
- Director of Public Works; and
- Director of Fleet Services.

Project Focus

The objectives of the study were to:

- Conduct a review of all City job titles;
- Gather salary and compensation data from similar/competitor organizations;
- Develop a revised classification plan; and,
- Develop a revised compensation and pay plan; and
- Provide options for the City's consideration to find a reasonable and cost-effective way to transition to the new plan(s).

A list of project tasks and activities is indicated below by Exhibit 2-1.

EXHIBIT 2-1
City of Knoxville
PROJECT TASKS

Project Initiation – Developed project proposal, work plan and timeline. Discussed with City administration and revised project work plan.

Initial Meetings – Met with City Human Resources staff, City leadership and key management to clearly define the scope, goal(s), and objective(s) for the proposed study.

Developed/Distributed Salary Survey Instrument – Developed a salary survey to gather compensation information from target organizations for selected City benchmark classifications.

Collected/Analyzed Compensation Data – Collected and reviewed compensation data from respondent organizations.

Conducted Job Analysis – Performed analysis of compensable factors based on current job questionnaires.

Developed Revised Pay Plan – Developed a preliminary proposed pay plan based on the results of the market salary survey, job analysis, and internal/external equity considerations.

Developed Salary Adjustment Recommendations – Developed salary adjustment recommendations for all City classifications based on the revised pay plan(s) and employee classification, current salary, and longevity in current position.

Developed & Submitted Draft Report – Developed and submitted a Draft Report for City review integrating the job analysis, proposed pay and classification plan, salary survey, and implementation recommendations.

Revised Draft Report – Incorporated the City’s technical review of materials.

Develop & Submit Final Report – Submitted a Final Report upon final review.

Exhibit 2-2 illustrates a flow-chart process used for developing a proposed pay and classification plan.

EXHIBIT 2-2
City of Knoxville
PROJECT FLOWCHART



Approach Overview

To begin the study, MAG requested and reviewed preliminary information from the City. At this time, MAG conducted initial discussions with human resources staff and tailored several instruments to be used in conducting the compensation and classification analysis, including:

- job questionnaires; and
- a Market Salary & Benefits Survey to be conducted with comparable classifications with a selected group of agencies and employers.

The study methodology included:

- collection of current personnel, human resources, and organizational background information;
- identification and selection of comparable agencies for the market & benefits salary survey;
- identification of classification benchmarks;
- conduct of a salary survey for selected positions; and,
- analysis with recommendations concerning the relative ranking of City Government positions to develop a classification plan that will ensure internal equity.

MAG developed job profiles for classifications covered in the study, based on the factors below, to identify an appropriate pay range. The development of a job profile typically includes numerous factors, such as:

- Involvement with Data, People, and Assets
- Experience/Vocational Requirements
- Educational/Vocational Requirements
- Mathematical Requirements
- Communications Requirements
- Judgment Requirements
- Impact of Decisions
- Complexity of Work
- Safety of Others Responsibilities
- Physical Requirements
- Equipment Usage
- Unavoidable Hazards

Initial Meetings and Orientation

Upon agreement to proceed, the project team communicated with Human Resources staff to discuss the study's objectives, along with the strengths and needs of the current organizational compensation management systems. City management provided input regarding the City's preferences and needs of the systems to be developed. MAG's representatives requested documentation about current compensation and classification programs, discussed with management to discuss these systems, and developed an understanding of concerns to be addressed.

Discussion with staff also provided an overview of the scope, content, and methodology of the study, encouraged employee cooperation and commitment, and established appropriate time frames for completing and returning necessary forms.

MAG staff served as a facilitator to bring these primary source data together in a meaningful way, organize it into a pay plan or plans, and support and assist the City with making crucial decisions regarding overall hierarchical placement of jobs.

The study results and outcomes are not the result of decisions made in isolation by the consultant but are the result of the consultants working to bring together all of the different viewpoints of the stakeholders assisting and supporting in ordering responsibilities of the work into a compensation and classification plan that serves as a starting point for making current and future placement decisions.

Market Review

The City employs a wide range of jobs that contain a mix of work responsibilities found in both the public and private sectors. The Market Salary Survey of selected benchmark positions reflected the variety of duties and responsibilities in which City Government employees engage. The Market Salary Survey is one of the key components of a classification and compensation study, as well as one of the more difficult and sensitive activities in the study process.

In a collaborative effort with the Human Resources staff of the City and Employee Committee, MAG developed a list of target organizations to be surveyed. Upon approval of the target list, the survey instrument, and the benchmark classifications, MAG conducted the survey and performed the technical analysis and evaluation.

Organizations typically included as targets in a salary survey are those that are:

- competing with City Government for employees, for either lower level or higher-level positions;
- geographically situated in such a fashion as to automatically be considered a competitor;
- structured similarly to the City, or providing similar types of services; and
- attractive to highly valued employees for one reason or another.

Surveyed:

- City of Murfreesboro, TN
- City of Chattanooga, TN
- City of Nashville, TN
- City of Lexington, KY
- City of Louisville, KY
- City of Charlottesville, VA
- City of Asheville, NC
- City of Charlotte, NC
- City of Raleigh, NC
- City of Columbia, SC
- City of Greenville, SC
- City of Atlanta, GA
- Georgia Department of Transportation
- City of Birmingham, AL
- City of Jackson, MS
- City of Little Rock, AR
- City of St. Louis, MO
- Tennessee Department of Transportation
- Knox County, TN
- Knoxville Utility Board, TN
- Hamilton County, TN
- Shelby County, TN
- Williamson County, TN
- Wake County, NC
- Athens-Clark County, GA
- Fulton County, GA
- Jefferson County, KY
- Mecklenburg County, NC
- Federal Highway Administration

Benchmark Classes

The job classes included as benchmarks in the survey were clearly and concisely described. All classes had a clear and identifiable relationship to other City classes and were representative of the various functional areas within the various work areas/units within City Government.

In the survey instrument, benchmark jobs were carefully described in a class profile. In addition to the statement of job duties and responsibilities, specific information pertaining to the education requirements and work experience needed for the class was included. The respondent's matching class title, annual minimum and maximum salary, duty days, and annual hours was also included in the survey.

The data from the survey were used to assist with the classification of the various jobs within the pay structure. It is important to note, however, that the market study simply serves as an indicator of market trends and the internal job analysis is a critical element in determining pay grade assignment.

Proposed Pay Plans

Specific details of the plan are provided in report tables starting in section 6.0. The proposed pay plan put all employees into one of three pay plans: **Fire, Police, and General Government**. Employees performing the same duties were placed in the same class and pay grade, regardless of the number of hours (PT/FT).

Implementation Costs Analysis

MAG's implementation options and recommendations consider the following:

- Current salary;
- Current job title or rank; and,
- Longevity in current position.

No employee is recommended for any decrease in salary, even if the current salary exceeds the target salary. If the employee's current salary exceeds the target salary, then the calculations did not provide any further adjustment.

MAG does recommend that any employee whose current salary exceeds the target salary should continue to advance through the ranges until they reach the range maximum.

No employee should receive any additional salary adjustments once their salary has reached the maximum of the range. The recommendation is to freeze the salary until market data supports an increase in pay range maximum. Progressive governments often coordinate with MAG on an annual basis to refresh their market competitive position to ensure that they do not "lose ground" from a compensation perspective.

Pay Plan Structure

MAG recommends step plans with 25 steps for Police and Fire. It provides for pay ranges of 50% from step 1 to step 25 with 1.7% increments between steps. There is 5% between each pay grade. The General Government plans are open-range plans. There is 5% between each pay grade. The General Government plan provides pay ranges of 60% from minimum to maximum. The structures recommended are transparent, permit employees to have a perspective that provides some security, but still wholly dependent on the City's ability to fund future structure adjustments.

Plan Implementation

MAG recommends that the new compensation structure go into effect as soon as feasible along with the recommended salary adjustments. An “across the board” of 6.0%, which includes the 2.5% as required by ordinance is recommended and applied. In calculating plan implementation costs, the across the board increase is applied first in anticipation of that amount being provided to eligible employees.

Then, calculations that bring employees at least to the minimum of the recommended pay range are made. An additional action of providing “equity” adjustments, based on time with the City, can also be provided. If this level of funding is not practical, MAG can work with Administration to identify more affordable options for implementation.

Fire Annualized Implementation Cost: \$1,994,480; or an 11.74% increase to current payroll.

Police Annualized Implementation Cost: \$3,312,303; or a 15.92% increase to current payroll.

General Government Annualized Implementation Cost: \$3,596,094; or a 9.19% increase to current payroll.

Salary Compression

Salary compression also known as wage or pay compression, is pay differential that results from various causes, but that is often deemed as unfair or unequal by members of the workforce within the organization. It is an issue that many management and human resources professionals deal with on a regular basis. There are numerous reasons for these kinds of differentials that occur, and they often seem justified in the outset. However, over time wage compression can lead to low morale and hurt feelings within the ranks of previously loyal employees.

Examples of Salary Compression

Salary compression is not a new concept. For example, it’s a widespread practice for an organization to offer a higher starting salary to sought after employees who may be “rock stars” or as someone who has a great deal to offer the organization. Higher pay is used as an incentive to lure the candidate.

It is also seen when viewing fixed salaried professionals like managers and supervisors versus hourly employees who are eligible for rewards like shift differentials and overtime pay. Sometimes pay inequities are seen after a consolidation of two or more functional areas that were run very differently from one another previously. Wage compression can also occur in an organization with a sizable percentage of low wage earners when the low wage rates are increased; as new hires come on, they are earning the same amount as those who may have been with the organization for years.

Impact of Wage Compression

Impacts of wage compression can be seen on a one-to-one level or across entire organizations. Those whose pay is compressed, or who are receiving less money relative to their peers, are likely to be affected by low morale. They will feel discouraged, naturally. It doesn't make sense to continue working just as hard when their efforts are not perceived as being compensated. This can lead to a more noticeable problem of deficient performance in employees, which hurts the bottom line and affects everyone. There may also be retention issues related to salary compression.

Those who feel slighted are more likely to look for alternate employment. High turnover rates are costly to any organization. It may also be harder to recruit from within for higher level positions if employees see no economic benefit in accepting the added responsibility and work of a promotion.

Purpose of the Implementation Plan

The foundation of the implementation calculation is one that is forward looking and does not look back on how current salaries came about. Transition to a new plan is not meant to change every pay decision, promotion or other legal changes in salary that have occurred over the tenure of the employee; nor is it meant to pretend the new pay structure should be retroactive in concept to the day an employee was hired.

To the extent that any uniform formula may result in unintended consequences, there may be isolated instances where administrative adjustments would be needed in order to address an inequity that is not readily apparent. This is not intended to address internal inequities, perceived by employees, which might result from previous pay structures or previous pay decisions. MAG assumes that all previous salary changes were based on information that was considered valid and appropriate at the time the decision was made.

SECTION 3.0
Selected Compensation Policies

3.0 – Selected Compensation Policies

As part of the overall study, Management Advisory Group typically offers observations and recommendations regarding best practices in compensation policies. These observations are not meant to replace existing policies, but to provide a fresh look and compare the City’s compensation policies against “best practices.” An objective statement of compensation policies also includes the expressed outcome to attract, reward, and retain qualified employees who can help the City achieve its mission. In support of the vision statement, MAG observations may assist the City as it strives to provide a total compensation program that enables the City to:

- attract and retain a high-quality and diverse workforce;
- reward and retain qualified employees;
- provide a fair and consistent framework for assigning jobs;
- maintain salary structures at market competitive levels;
- ensure fair and consistent pay practices;
- comply with applicable laws and regulations;
- operate within the constraints of fiscal resources; and
- be an employer that inspires excellence.

As an employer, the City embraces a fair and equitable compensation plan to support achievement of the following goals.

1. The City strives to provide a total compensation program that is fiscally sound, equitable and competitive in the defined marketplace.
2. Both benchmarking of select classifications and consideration of the job profile is used as a best practice for compensation of similar positions.
3. Competitive ranges are established for all positions to provide the flexibility needed to adapt to market changes, maintain internal equity and address needs of the City that will ensure an elevated level of service to the residents of the City.
4. Starting pay for new employees is based upon education and work experience related to positional requirements as well as market conditions.
5. Pay adjustments, other than allowances and supplements, are provided to employees when appropriate to address equity, market responsiveness, and consistency in the administration of the City’s compensation program.
6. Employees are eligible for pay increases resulting from true promotions and reclassifications.
7. Part-time/temporary employees may not be eligible for the same benefits as full-time or permanent part-time employees.
8. Fair Labor Standards requirements will be applied fairly and consistently to applicable positions.

3.0 City of Knoxville

9. Benefit plans and other non-cash compensation plans are reviewed periodically for competitiveness, cost effectiveness, and their value to employees and the City.
10. Pay ranges for the City job groups are reviewed as needed, but not less than every five years.

Compensation Policies:

The following recommendations apply to both the implementation of the plan for general government employees within classified system, as well as the on-going administration of the plan.

Numerous opportunities exist for varied work experiences and career advancement within the City. The following outlines how associated pay changes can be administered based on the category of change. All final decisions on the administration of pay are subject to approval based on feedback from the Director of Human Resources. In all instances of job reassignment, the employee would be placed in the range, not to exceed the maximum of the range unless specifically stated. Unless otherwise stated, any change in pay would be effective with the next full pay period.

A. Reclassification

1. When a job has been reclassified to a higher pay grade, the employee's salary shall increase at least 5% in the new pay grade that includes the new salary but is not more than the maximum salary of the new pay grade.

If the reclassification results in an upgrade of one pay grade, the employee's pay will be moved upward by 5%. An upgrade of two or more pay grades will increase the employee's pay by an additional 2.5% increase for each additional pay grade, up to a maximum of 15%.

For general reclassifications done as a result of an internal or external compensation study, or as a result of a normal budget process review, if the employee has been in the position since on, or before, the first day of the fiscal year, the effective date of any approved change will be the first day of the fiscal year, or the effective date of implementation as approved by the City Council.

Otherwise, for an individual reclassification, done outside the normal budget cycle, the effective date of the pay increase will be consistent with the next full pay period.

Reclassification or changes in pay grade, whether resulting from an internal or external compensation study or individual change in pay grade, shall **not be** retroactive with respect to calculating the new salary.

Internal Equity Adjustments as a result of the implementation of a system-wide study shall not be subject to the same guidelines as the "Reclassification" guideline. Internal Equity Adjustments can be the result of the application of a formula, applied to all positions in the same pay plan, and are done to ensure that employees' salaries are internally equitable and are not done to reflect an individual "job audit" of a single member incumbent.

3.0 City of Knoxville

Internal Equity Adjustments are also not tied to performance measures. ***The leadership may determine an Internal Equity Adjustment strategy that is separate and apart from the guidelines that cover reclassification.***

Internal Equity Adjustments, resulting from an internal or external comprehensive review, can be to a higher, or lower, pay grade and are not considered a reclassification, promotion, or demotion.

2. When a job has been reclassified to a lower pay grade, the affected employee(s) shall have their pay adjusted accordingly. The employee's salary will be placed within the salary range of the lower grade. The effective date will be the day following approval date and the change will be reflected in the next full pay period. If, after the pay grade adjustment, the employee(s) salary is greater than the maximum salary of the new pay range, the employee will continue to be paid at the higher rate of pay, the salary would be "capped," and the employee is typically ineligible for any pay adjustment until the range "catches up" with the salary and allows for movement.

B. Promotion

1. When an employee is promoted, as a result of a job change or job progression, to a higher pay grade position, within the same, or to a different, salary schedule, the salary placement within the new pay grade shall be determined as follows: *apply 5% on the salary of the previous grade/schedule and salary for promotions of one pay grade, and an additional 2.5% for each additional pay grade up to a maximum of 15%.* The resulting pay will be no less than the minimum of the new pay grade and no less than a 5% salary increase, but not more than the maximum salary of the assigned pay grade. The effective date will be the day of approval and will be reflected in the next full pay period.
2. There may be times when the uniqueness of an individual job and level or necessary skills required by the City, and not just possessed by the incumbent, may require a higher salary schedule placement than stipulated in this section. Under such circumstances, the Human Resources Director with consideration from Finance *may approve a higher salary step placement within the assigned pay grade.*

C. Lateral Transfer

A lateral transfer occurs when an employee is transferred from one job class to another in the same pay grade. When there is no change in pay grade there shall be no adjustment in base salary. A lateral transfer is not considered a reclassification or a promotion. This policy does not apply to the hiring of certified officers.

3.0 City of Knoxville

D. Temporary Assignment(s)

1. "Interim" or temporary assignment(s) occurs when the City recognizes a critical job assignment need that must be met and cannot be met through the normal recruitment process. This can occur when an unexpected vacancy occurs; when a mission critical job cannot be filled in a timely fashion; or when a mission objective changes abruptly and requires an immediate action.
2. Temporary or "interim" assignment(s) would be anticipated to last more than 30 days, but less than 6 months. A temporary or "interim" assignment is to fill a vacancy and not to assume the duties of another employee who is on approved leave, i.e., vacation, holiday, medical, or other short-term absence(s).
3. If the position assigned is lower in pay grade (or equivalent pay range) this would not result in a lower salary for the assigned employee even if the employee's salary exceeded the maximum of the new pay range.
4. If the position assigned is higher in pay grade and extends beyond 30 days, but less than 6 months, there should be a 5% "temporary assignment" pay adjustment for the first pay grade and 2.5% for each additional pay grade to a maximum of 15% or the minimum of the grade, whichever is higher. The employee's salary shall not exceed the maximum of the assigned range. Employees receiving temporary assignment pay shall sign an agreement acknowledging the understanding that they are receiving "Temporary Assignment Pay" and also acknowledging that when the temporary assignment ends, the "assignment pay" will also end.

E. Hiring

1. The hire rate for a new employee with no equivalent and/or relevant level experience is typically the minimum of the salary range to which the job classification is assigned.
2. New hiring rates above the minimum (or re-hires) for employees with prior experience that is directly relevant experience and/or experience that can be verified by the Human Resources Department may be considered. To determine prior relevant experience credit, the City shall provide compensable credit on a basis of one year of credit for every three years of prior relevant experience. Each year of relevant experience will be valued at 3% above the pay grade minimum up to 15%. *Employees who have left the City and have been officially terminated will be re-hired using this formula and will not be rehired at the previous salary.* Re-hires who have left the City's employ will be considered using the same formula as new hires.

3.0 City of Knoxville

3. Internal Equity is an equally important consideration in filling a vacant position. Before a salary offer is made, Human Resources will also consider the current salaries, level of education, relevant licenses/certifications, and length of service in the same/similar job class or classes of current incumbents. It is the policy of the City to make every effort to avoid inverted salary relationships by bringing in newly hired employees at a salary that exceeds the current salaries of comparably placed existing employees in the same/similar job class.
4. The Human Resources department may additionally consider a higher salary offer if the open position is determined to be a “hard to fill” position.
5. “Hard to fill” positions will be determined by the Human Resources Department and will be based on the length of time the position has remained unfilled, the difficulty to recruit, the “mission critical” nature of the work and the market conditions of the position, at the time of a vacancy.
6. Hiring Range is typically considered that span in salary between the minimum of the range and the market point for most positions. For non-classified level positions, the qualifications of the applicant and/or the needs of the City should include the discretion to hire anywhere within the range. However, consideration should still be given to existing salaries of other employees who are in directly comparable leadership positions.

F. Maximum of the Range

Ranges are established to reflect the market value of a given job profile and not an incumbent. Once an employee reaches the maximum of his/her assigned range, the salary is capped, and the employee is not eligible for any additional compensation unless there is a range movement that would result in a higher maximum.

G. Salary Adjustment for Department Directors

There should be flexibility for making salary adjustments for non-classified employees beyond an annual increase when it is based on exceptional performance. The salaries of other equivalent employees should also be given consideration to not create undue inequity in the salary relationships between and among comparable levels of peers.

H. Demotion

1. Voluntary Demotion

If the demotion is voluntary, placement at the appropriate level within the new salary grade would be based on experience and prior performance and must be approved by the Department Head and Director of Human Resources. In a voluntary demotion, the performance appraisal date remains unchanged.

3.0 City of Knoxville

2. Involuntary Demotion

If an employee is involuntarily demoted as a result of disciplinary action, for example, or action related to unacceptable job performance, the rate of pay may be reduced by at least 2.5% per grade reduction or by a minimum of 5%; and the employee's salary must be reduced to at least the maximum of the lower Pay Grade, and may be placed at any salary within the lower Pay Grade as long as there is a minimum 5% reduction in pay. The employee will be placed on conditional status for a period of twelve months. There will be no salary increase at the end of the conditional period. The salary is established in the same manner as for voluntary demotion.

A performance appraisal must be completed within twelve months of the date of the demotion. A proficient performance appraisal will result in release from conditional status and continuation in the position subject to continued satisfactory performance.

There will be no salary increase at the end of the conditional period. The performance appraisal date shall be established one year from the effective date of the demotion.

Future Salary Adjustment Recommendations

The cost to implement and maintain the compensation system should be driven by changes in the labor market and/or internal relationships and should be applied globally to the system, which, in turn, adjusts each salary range. Compensation systems that are well maintained address *two primary issues* on an annual basis:

- the cost to maintain competitiveness within the system; and
- the cost to adjust individual salaries.

From time to time, the City may determine the need to adjust pay grades/ranges based on some factor, such as the Employment Cost Index (ECI) to maintain competitiveness at salary range minimums and hiring rates, as well as accommodate current incumbent pay progression within the grades. Ideally, funding permitting, the City should conduct a salary/market review periodically, but at least every five years to assess market conditions and ensure a competitive posture in personnel recruitment and retention. At this time, a more detailed comparison to the external market, as well as, to immediate competitors can be made using a comprehensive methodology such as that used in this review.

Proposed Compensation Plan

Regardless of an organization's philosophy concerning advancement opportunities afforded to employees, it is essential that movements in the economy, and more specifically, the labor market in which the City competes, be addressed at the system level. Accordingly, salary administration procedures should take their priority based on funding levels and the City's philosophies on pay.

3.0 City of Knoxville

Career Path vs Career Ladders

Career Path vs Career Ladder What is the Difference?

A career path is a track of employment with a progression of acquired education, experience, achievement, and responsibility, moving through job positions within a professional field or organization. For example, an analytical track career path, a managerial track career path, or a quality management track career path.

A Career Ladder is designed to encourage and assist staff to further their professional development and to reward them for their commitment to professional growth and excellence without moving to a new career path.

Employee Performance and Compensation in the Public Sector

The theory of pay for performance is broadly accepted. The practice is universal in the private sector and important to the growth of the U.S. economy. Rewarding superior performance has gained acceptance in all aspects of life. It's now a global practice.

Government is different from the private sector in three key respects, however two of those differences—the fact that performance ratings and pay increases are not confidential, and that changes to the system inevitably involve politics—are likely to prompt resistance to program changes.

A third difference is that in the private sector, pay for performance triggers continuous attention to performance metrics. For many organizations, the incentives that motivate are the prospect of year-end bonuses and gains from stock ownership. Both reinforce the importance of company success. In business, financial rewards are solidly entrenched.

The transition to pay for performance in government should be managed as organizational change since it redefines the role of managers and their relationship with staff. Managers who have relied on micromanagement will need to relinquish control. Performance-related pay makes no sense where employees are tightly controlled. The problem of inflated performance ratings will have to end. It also changes employee job and career expectations. The highest hurdle promises to be creating performance processes that generate credible and defensible year-end ratings.

Recognizing star performers as well those whose performance is unacceptable is important to every employer. That's obviously central to pay for performance.

3.0 City of Knoxville

As a general proposition, we believe there are four fundamental requirements for an effective performance-based pay system for general government:

1. Performance expectations are clearly defined and understood.
2. Performance is measured accurately and communicated effectively by well-intentioned, trained supervisors.
3. The process is managed consistently across the organization.
4. Differences in performance can result in meaningful differences in compensation outcomes.

Government's purpose is to provide critical services requiring collective support through political processes. Effectiveness and cost control are the primary measures of success. In contrast, private sector organizations must create profit to exist, so their standards are different.

Although the transition to a pay for performance system is challenging, and requires a fundamental shift in thought processes, operations, it is an effective way of managing limited financial resources and rewarding key performers within government.

Recommendation to provide each department with a meaningful annual budget to reward star performers. The Director of Human Resources will review and approve based on performance measurements, cost controls, and Department Head recommendation.

Alternative Approaches to Compensation: Skilled -Based & Competency-Based Pay

Traditional pay structures within organizations have traditionally been focused on the assigned job. Wages have been based on position and seniority and influenced by factors like the minimum wage and negotiation. Although skills and competence have been reflected indirectly, pay systems have not been designed to encourage the development of individuals. With technological advancements and the focus on productivity and quality, many organizations now recognize the need to focus on individual contributions.

Skill-based Pay

Skill-based systems have long been used to define jobs within the trades. Increasing skill levels are the determining factor in describing positions like apprentice, journeyman, and master craftsman. Other examples of skill-based pay systems can be found among white-collar jobs where the company is providing a career progression based on increasing technical skill as an alternative to being promoted through various management levels.

Competency Based Pay

The term competency-based pay describes a system where rewards are based on the use of competence without consideration for results. The premise is that individual performance depends on having relevant competencies and higher levels of competence will produce superior performance. A competency base pay system focuses on individuals.

In practice, competency-based systems are seldom used in a pure form. Competency may be one of the factors determining pay, but performance may also be a factor.

Application

While both skill- and competency-based pay systems are focused on individuals rather than jobs, how the individual is evaluated for pay purposes is different. Skill-based systems are better defined having been used for years as the basis for defining certain jobs. Pay is based on skills verified by some type of assessment or certification. These pay systems have been applied both to blue-collar and white-collar jobs. In contrast, competency-based pay systems have been applied as components of a pay system and so far, have been applied to individuals at professional or management levels.

Trends

The tendency toward leaner organizations over the past few decades has contributed to the development of pay systems that favor employees with a broad base of skills and competencies. Some of the results related to this trend include reduced staffing levels and expectations of higher performance by individuals.

SECTION 4.0
Total Rewards

4.0 – Introduction to Total Rewards

Total Rewards

Total rewards are the monetary and non-monetary returns provided to employees in exchange for their time, talents, efforts, and results. It involves the deliberate integration of five key elements that effectively attract, motivate, and retain the talent required to achieve desired business results. The five key reward elements are:

- Remuneration/Compensation;
- Benefits;
- Work-Life;
- Performance and Recognition; and,
- Development and Career Opportunities.

These elements represent the “tool kit” from which an organization chooses to offer and align a value proposition that creates value for both the organization and the employee. An effective total rewards strategy is the art of combining these five elements into tailored packages designed to achieve optimal motivation. This results in satisfied, engaged, and productive employees, who in turn create desired business performance and results. In this successful exchange relationship, the employee provides time, talent, efforts, and results --- and the employer provides a total rewards package that is perceived as valuable by the employee.

The Context for Total Rewards

Total rewards operate in the context of an overall organizational strategy, organizational culture, and human resources strategy. Indeed, an organization’s exceptional culture or external brand value may be considered a critical component of the total employment value proposition. In addition, other external influences on an organization that affect total rewards design include:

- Legal/regulatory issues;
- Cultural influences and practices;
- Competition; and,
- Labor market.

Total Reward Definitions and Examples

Remuneration/Compensation

Pay provided by an employer to an employee for services rendered (i.e., time, effort, and skill).

4.0 City of Knoxville

Remuneration/Compensation comprises four core elements:

- Fixed pay – Also known as “base or basic pay,” fixed pay is nondiscretionary compensation that does not vary according to performance or results achieved. It usually is determined by the organization’s pay philosophy and structure.
- Short-term incentive pay – A form of variable pay; short-term incentive pay is designed to focus and reward performance over a period of one year or less.
- Long-term incentive pay – A form of variable pay; long-term incentive pay is designed to focus and reward performance over a period longer than one year.

Benefits

Programs an employer uses to supplement the cash compensation that employees receive. These programs are designed to protect the employee and his or her family from financial risks and can be categorized into the following elements:

- Social Insurance (Social Security);
- Unemployment;
- Worker’s compensation;
- Social Security; and,
- Disability (occupational).

Group Insurance

- Medical
- Dental
- Vision
- Prescription Drug
- Mental Health
- Life Insurance
- Accidental Death and Dismemberment Insurance (AD&D)
- Disability
- Retirement
- Savings

Pay for Time Not Worked

These programs are designed to protect the employee’s income flow when not actively engaged at work.

- At work (breaks, clean-up time, uniform changing time); and,
- Away from work (vacation, government holidays, company holidays, personal days).

4.0 City of Knoxville

Work-Life

A specific set of organizational practices, policies, and programs, plus a philosophy, which actively supports efforts to help employees achieve success at both work and home. There are seven major categories of organizational support for work-life effectiveness in the workplace. These categories encompass compensation, benefits, and other human resources programs.

In combination, they address the key intersections of the worker, his or her family, the community, and the workplace. The seven categories are:

- Workplace flexibility;
- Paid and unpaid time off;
- Health and well-being;
- Caring for dependents;
- Financial support;
- Community involvement; and,
- Management involvement/culture change interventions.

Performance & Recognition

Performance: A key component of organizational success, alignment of organizational, team and individual performance is assessed in order to understand what was accomplished, and how it was accomplished. Performance involves the alignment of organizational, team and individual effort toward the achievement of business goals and organizational success.

Performance planning is a process whereby expectations are established linking individual with team and organizational goals. Care is taken to ensure goals at all levels are aligned, and there is clear line of sight from performance expectations of individual employees all the way up to the organizational objectives and strategies set at the highest levels of the organization.

Performance is the manner of demonstrating a skill or capacity.

Performance feedback communicates how well people do a job or task compared to expectations, performance standards and goals. Performance feedback can motivate employees to improve performance.

4.0 City of Knoxville

Recognition acknowledges or gives special attention to employee actions, efforts, behavior, or performance. It meets an intrinsic psychological need for appreciation of one's efforts and can support business strategy by reinforcing certain behaviors (e.g., extraordinary accomplishments) that contribute to organizational success. Whether formal or informal, recognition programs acknowledge employee contributions immediately after the fact, usually without predetermined goals or performance levels that the employee is expected to achieve. Awards can be cash or non-cash (e.g., verbal recognition, trophies, certificates, plaques, dinners, tickets, etc.). The value of recognition plans is that they:

- Reinforce the value of performance improvement;
- Foster continued improvement, although it is not guaranteed;
- Formalize the process of showing appreciation;
- Provide positive and immediate feedback; and,
- Foster communication of valued behavior and activities.

Development and Career Opportunities

Development: A set of learning experiences designed to enhance employees' applied skills and competencies. Development engages employees to perform better and engages leaders to advance their organization's people strategies.

Career Opportunities: A plan for employees to advance their career goals and may include advancement into a more responsible position in an organization. The organization supports career opportunities internally so that talented employees are deployed in positions that enable them to deliver their greatest value to the organization. Development and career opportunities include the following:

Learning Opportunities

- Tuition assistance;
- Corporate universities;
- Innovative technology training;
- Attendance at outside seminars, conferences, virtual education, etc.;
- Self-development tools and techniques;
- On-the-job learning; rotational assignments at a progressively higher level;
- Sabbaticals with the express purpose of acquiring specific skills, knowledge, or experience;
- Coaching/Mentoring;
- Leadership training;
- Access to experts/information networks association memberships, attendance and/or presentation at conferences;
- Exposure to resident experts; and,
- Formal or informal mentoring programs in or outside one's own organization.

4.0 City of Knoxville

Advancement Opportunities

Internships

- Apprenticeships with experts;
- International assignments;
- Internal job postings;
- Job advancement/promotion;
- Career ladders and pathways;
- Succession planning; and,
- Providing defined and respectable “on and off ramps” throughout the career life cycle.

An Integrated Total Rewards Strategy

Culture

Culture consists of the collective attitudes and behaviors that influence how individuals behave. Culture determines how and why an organization operates in the manner that it does. Typically, it is comprised of a set of often unspoken expectations, behavioral norms, and performance standards to which the organization has become accustomed. Culture change is difficult to achieve because it involves changing attitudes and behaviors by altering their fundamental beliefs and values. Organizational culture is subject to internal and external influences; thus, culture is depicted as a contextual element of the total rewards model, overlapping within and outside the organization.

Environment

Environment is the total cluster of observable physical, psychological, and behavioral elements in the workplace. It is the tangible manifestation of organizational culture. Environment sets the tone, as everyone who enters the workplace reacts to it, either consciously or unconsciously. Because they are directly observable and often measurable, specific elements of the environment can be deliberately manipulated or changed. The external environment in which an organization operates can influence the internal environment; thus, environment is depicted as a contextual element of the total rewards model, overlapping within and outside the organization.

Attraction

The ability of an organization to attract the right kind of talent necessary to achieve organizational success. Attraction of an adequate (and perpetual) supply of qualified talent is essential for the organization’s survival, and it is one of the key planks of business strategy. One way an organization can address this issue is to determine which “attractors” within the total rewards program brings the kind of talent that will drive organizational success. A deliberate strategy to attract the quantity and quality of employees needed to drive organizational success is one of the key planks of business strategy.

4.0 City of Knoxville

Retention

An organization's ability to keep employees who are valued contributors to organizational success for as long as is mutually beneficial. Desired talent can be kept on staff by using a dynamic blend of elements from the total rewards package as employees move through their career lifecycles. However, not all retention is desirable, which is why a formal retention strategy with appropriate steps is essential.

Motivation

The ability to cause employees to behave in a way that achieves the highest performance levels. Motivation is comprised of two types:

- **Intrinsic Motivation** is linked to factors that include an employee's sense of achievement, respect for the whole person, trust, appropriate advancement opportunities and others, intrinsic motivation consistently results in higher performance levels.
- **Extrinsic Motivation** is most frequently associated with rewards that are tangible, such as compensation and benefits.

There are also defined levels of intensity regarding motivation:

- *Satisfaction* – how much I like things here.
- *Commitment* – how much I want to be here.
- *Engagement* – how much I will actually do to improve business results.

SECTION 5.0
Salary Survey Summary

Salary Survey Results for KNOXVILLE, TN

Job Class Title	Averages For Each Job Class					KNOXVILLE							
	Min	Mid	Max	Start	Avg	Range Width	Min	Mid	Max	Range Width			
Mail Clerk	\$28,986	\$34,646	\$40,307			39.1%	\$27,380	-5.9%	\$33,075	-4.8%	\$38,742	-4.0%	41.5%
Office Assistant I	\$30,422	\$36,437	\$42,452			39.5%	\$27,380	-11.1%	\$33,075	-10.2%	\$38,742	-9.6%	41.5%
Public Service Worker I	\$30,814	\$36,757	\$42,701			38.6%	\$25,501	-20.8%	\$29,964	-22.7%	\$34,426	-24.0%	35.0%
Mail Clerk, Senior	\$32,743	\$36,915	\$41,087			25.5%	\$28,667	-14.2%	\$34,859	-5.9%	\$41,022	-0.2%	43.1%
Office Assistant II	\$31,429	\$37,568	\$43,707			39.1%	\$28,667	-9.6%	\$34,859	-7.8%	\$41,022	-6.5%	43.1%
Community Development Technician	\$29,865	\$38,028	\$46,190			54.7%	\$31,591	5.5%	\$38,636	1.6%	\$45,681	-1.1%	44.6%
Equipment Operator I	\$32,375	\$38,573	\$44,771			38.3%	\$28,667	-12.9%	\$34,859	-10.7%	\$41,022	-9.1%	43.1%
Customer Service Representative	\$31,742	\$39,295	\$46,849			47.6%	\$28,667	-10.7%	\$34,859	-12.7%	\$41,022	-14.2%	43.1%
Police Cadet	\$37,891	\$40,306	\$42,722			12.7%	\$25,501	-48.6%	\$29,964	-34.5%	\$34,426	-24.1%	35.0%
Equipment & Supply Clerk I	\$33,550	\$41,208	\$48,867			45.7%	\$28,667	-17.0%	\$34,859	-18.2%	\$41,022	-19.1%	43.1%
City Court Assistant	\$33,902	\$41,266	\$48,631			43.4%	\$31,591	-7.3%	\$38,636	-6.8%	\$45,681	-6.5%	44.6%
Principal Secretary	\$32,846	\$41,500	\$50,154			52.7%	\$34,918	5.9%	\$42,983	3.5%	\$51,049	1.8%	46.2%
Trades Craftsworker	\$34,152	\$41,845	\$49,538			45.1%	\$28,667	-19.1%	\$34,859	-20.0%	\$41,022	-20.8%	43.1%
Records Specialist	\$33,979	\$42,001	\$50,023			47.2%	\$28,667	-18.5%	\$34,859	-20.5%	\$41,022	-21.9%	43.1%
Tree Service Technician	\$34,952	\$42,683	\$50,415			44.2%	\$34,918	-0.1%	\$42,983	0.7%	\$51,049	1.2%	46.2%
Office Assistant III	\$35,895	\$42,866	\$49,836			38.8%	\$31,591	-13.6%	\$38,636	-10.9%	\$45,681	-9.1%	44.6%
Human Resource Technician	\$35,333	\$43,522	\$51,711			46.4%	\$31,591	-11.8%	\$38,636	-12.6%	\$45,681	-13.2%	44.6%
Customer Service Representative, Senior	\$35,290	\$43,902	\$52,514			48.8%	\$31,591	-11.7%	\$38,636	-13.6%	\$45,681	-15.0%	44.6%
Development Services Technician	\$34,560	\$43,933	\$53,306			54.2%	\$31,591	-9.4%	\$38,636	-13.7%	\$45,681	-16.7%	44.6%
Animal Control Officer	\$36,229	\$44,113	\$51,997			43.5%	\$31,591	-14.7%	\$38,636	-14.2%	\$45,681	-13.8%	44.6%
Administrative Assistant	\$36,175	\$44,866	\$53,557			48.1%	\$38,738	6.6%	\$47,996	6.5%	\$57,216	6.4%	47.7%
Administrative Technician	\$36,646	\$44,903	\$53,160			45.1%	\$38,738	5.4%	\$47,996	6.4%	\$57,216	7.1%	47.7%
NCIC Operator	\$36,596	\$44,916	\$53,236			45.5%	\$31,591	-15.8%	\$38,636	-16.3%	\$45,681	-16.5%	44.6%
Automotive Technician I	\$37,010	\$45,390	\$53,770			45.3%	\$34,918	-6.0%	\$42,983	-5.6%	\$51,049	-5.3%	46.2%
Legal Secretary	\$37,706	\$45,448	\$53,190			41.1%	\$34,918	-8.0%	\$42,983	-5.7%	\$51,049	-4.2%	46.2%
Accounting Clerk, Senior	\$36,887	\$45,473	\$54,060			46.6%	\$31,591	-16.8%	\$38,636	-17.7%	\$45,681	-18.3%	44.6%
Revenue Technician	\$36,917	\$45,790	\$54,662			48.1%	\$31,591	-16.9%	\$38,636	-18.5%	\$45,681	-19.7%	44.6%
Equipment Technician I	\$38,032	\$45,858	\$53,685			41.2%	\$38,738	1.8%	\$47,996	4.5%	\$57,216	6.2%	47.7%
Transportation Officer	\$37,605	\$46,598	\$55,590			47.8%	\$31,591	-19.0%	\$38,636	-20.6%	\$45,681	-21.7%	44.6%
Public Service Construction Worker	\$38,617	\$48,067	\$57,518			48.9%	\$31,591	-22.2%	\$38,636	-24.4%	\$45,681	-25.9%	44.6%
Recreation Specialist	\$38,851	\$48,498	\$58,145			49.7%	\$34,918	-11.3%	\$42,983	-12.8%	\$51,049	-13.9%	46.2%
Help Desk Technician	\$38,119	\$48,756	\$59,393			55.8%	\$34,918	-9.2%	\$42,983	-13.4%	\$51,049	-16.3%	46.2%
Police Safety Recruit	\$39,818	\$48,893	\$57,967			45.6%	\$34,918	-14.0%	\$42,983	-13.7%	\$51,049	-13.6%	46.2%
Firefighter Recruit	\$44,180	\$48,940	\$53,700			21.5%	\$35,914	-23.0%					
Civil Engineering Technician I	\$39,666	\$49,318	\$58,971			48.7%	\$34,918	-13.6%	\$42,983	-14.7%	\$51,049	-15.5%	46.2%

Salary Survey Results for KNOXVILLE, TN

Job Class Title	Averages For Each Job Class					KNOXVILLE					
	Min	Mid	Max	Start	Avg	Range Width	Min	Mid	Max	Range Width	
Victim Services Advocate	\$39,598	\$49,482	\$59,366			49.9%	\$34,918	\$42,983	\$51,049		46.2%
Revenue Specialist	\$38,773	\$49,594	\$60,415			55.8%	\$34,918	\$42,983	\$51,049		46.2%
City Court Clerk	\$39,926	\$49,597	\$59,268			48.4%	\$38,738	\$47,996	\$57,216		47.7%
Firefighter	\$41,941	\$50,407	\$58,872			40.4%	\$38,389	\$45,107	\$51,825		35.0%
Crime Scene Technician	\$42,525	\$50,428	\$58,330			37.2%	\$34,918	\$42,983	\$51,049		46.2%
Administrative Specialist	\$40,619	\$50,487	\$60,354			48.6%	\$38,738	\$47,996	\$57,216		47.7%
Legal Assistant	\$40,266	\$50,539	\$60,811			51.0%	\$38,738	\$47,996	\$57,216		47.7%
Skilled Trades Craftsworker	\$41,292	\$51,158	\$61,023			47.8%	\$34,918	\$42,983	\$51,049		46.2%
Surplus Property Manager	\$41,775	\$52,036	\$62,298			49.1%	\$38,738	\$47,996	\$57,216		47.7%
Police Officer Recruit	\$42,449	\$52,675	\$62,901			48.2%	\$36,593				
Audio Video Technician, Senior	\$42,052	\$52,763	\$63,474			50.9%	\$38,738	\$47,996	\$57,216		47.7%
Customer Service Supervisor	\$42,354	\$53,028	\$63,701			50.4%	\$45,232	\$56,359	\$67,486		49.2%
Graphic Designer	\$42,068	\$53,135	\$64,203			52.6%	\$45,232	\$56,359	\$67,486		49.2%
Capital Projects Technician	\$41,593	\$53,183	\$64,772			55.7%	\$38,738	\$47,996	\$57,216		47.7%
Recreation Supervisor	\$43,039	\$53,694	\$64,348			49.5%	\$45,232	\$56,359	\$67,486		49.2%
Fleet Specialist	\$42,561	\$53,872	\$65,184			53.2%	\$38,738	\$47,996	\$57,216		47.7%
Police Officer I	\$44,644	\$54,216	\$63,787			42.9%	\$42,321	\$49,727	\$57,133		35.0%
Human Resource Specialist	\$42,655	\$54,270	\$65,884			54.5%	\$38,738	\$47,996	\$57,216		47.7%
Public Service Foreman I	\$42,875	\$54,618	\$66,361			54.8%	\$38,738	\$47,996	\$57,216		47.7%
Claims Specialist	\$43,917	\$54,646	\$65,375			48.9%	\$38,738	\$47,996	\$57,216		47.7%
Latent Print Examiner	\$44,999	\$54,862	\$64,725			43.8%	\$48,262	\$60,521	\$72,780		50.8%
Community Development Project Specialist	\$43,058	\$54,993	\$66,928			55.4%	\$38,738	\$47,996	\$57,216		47.7%
Plumbing Inspector	\$44,151	\$55,201	\$66,251			50.1%	\$38,738	\$47,996	\$57,216		47.7%
Police Officer	\$44,429	\$55,530	\$66,631			50.0%	\$40,600	\$47,705	\$54,810		35.0%
Combination Building Inspector	\$44,548	\$55,656	\$66,765			49.9%	\$48,262	\$60,521	\$72,780		50.8%
Police Officer II	\$48,401	\$55,786	\$63,172			30.5%	\$44,985	\$52,857	\$60,729		35.0%
Electrical Inspector	\$44,929	\$56,039	\$67,149			49.5%	\$38,738	\$47,996	\$57,216		47.7%
Crime Analyst	\$44,515	\$56,457	\$68,398			53.7%	\$38,738	\$47,996	\$57,216		47.7%
Senior Firefighter	\$47,141	\$56,803	\$66,465			41.0%	\$42,919	\$50,430	\$57,941		35.0%
Athletics Coordinator	\$45,885	\$57,007	\$68,130			48.5%	\$45,232	\$56,359	\$67,486		49.2%
Pension Benefit Administrator	\$46,151	\$57,115	\$68,079			47.5%	\$45,232	\$56,359	\$67,486		49.2%
Aquatics Specialist	\$46,431	\$57,443	\$68,455			47.4%	\$38,738	\$47,996	\$57,216		47.7%
Housing Finance Specialist	\$46,030	\$57,711	\$69,391			50.8%	\$38,738	\$47,996	\$57,216		47.7%
Training Specialist	\$46,732	\$58,111	\$69,491			48.7%	\$38,738	\$47,996	\$57,216		47.7%
Administrative Supervisor	\$45,531	\$58,213	\$70,894			55.7%	\$45,232	\$56,359	\$67,486		49.2%

Salary Survey Results for KNOXVILLE, TN

Job Class Title	Averages For Each Job Class					KNOXVILLE							
	Min	Mid	Max	Start	Avg	Range Width	Min	Mid	Max	Range Width			
Executive Assistant	\$46,711	\$58,380	\$70,049			50.0%	\$45,232	-3.3%	\$56,359	-3.6%	\$67,486	-3.8%	49.2%
Assistant City Recorder	\$45,608	\$58,795	\$71,983			57.8%	\$45,232	-0.8%	\$56,359	-4.3%	\$67,486	-6.7%	49.2%
Procurement Specialist	\$46,747	\$59,270	\$71,792			53.6%	\$45,232	-3.3%	\$56,359	-5.2%	\$67,486	-6.4%	49.2%
Planner	\$47,330	\$59,445	\$71,560			51.2%	\$42,931	-10.2%	\$56,543	-5.1%	\$70,155	-2.0%	63.4%
Training Coordinator	\$48,678	\$59,726	\$70,774			45.4%	\$38,738	-25.7%	\$47,996	-24.4%	\$57,216	-23.7%	47.7%
Grant Management Coordinator	\$48,123	\$59,961	\$71,799			49.2%	\$48,262	0.3%	\$60,521	0.9%	\$72,780	1.3%	50.8%
Firearms Examiner Trainee	\$45,956	\$60,100	\$74,245			61.6%	\$45,232	-1.6%	\$56,359	-6.6%	\$67,486	-10.0%	49.2%
Emergency Management Operations Officer	\$47,095	\$60,343	\$73,591			56.3%	\$45,232	-4.1%	\$56,359	-7.1%	\$67,486	-9.0%	49.2%
Health & Safety Specialist	\$49,284	\$60,913	\$72,541			47.2%	\$45,232	-9.0%	\$56,359	-8.1%	\$67,486	-7.5%	49.2%
Sign & Marking Supervisor	\$47,703	\$61,002	\$74,301			55.8%	\$45,232	-5.5%	\$56,359	-8.2%	\$67,486	-10.1%	49.2%
Master Firefighter	\$52,586	\$61,259	\$69,933			33.0%	\$47,419	-10.9%	\$55,717	-9.9%	\$64,015	-9.2%	35.0%
Traffic Systems Supervisor	\$49,248	\$61,279	\$73,311			48.9%	\$48,262	-2.0%	\$60,521	-1.3%	\$72,780	-0.7%	50.8%
Police Officer III	\$51,601	\$61,981	\$72,361			40.2%	\$47,683	-8.2%	\$56,028	-10.6%	\$64,373	-12.4%	35.0%
GIS Analyst I	\$49,194	\$62,592	\$75,991			54.5%	\$47,119	-4.4%	\$60,732	-3.1%	\$74,344	-2.2%	57.8%
Risk/Benefits Analyst	\$49,034	\$62,673	\$76,312			55.6%	\$48,262	-1.6%	\$60,521	-3.6%	\$72,780	-4.9%	50.8%
Financial Analyst I	\$50,902	\$64,578	\$78,255			53.7%	\$48,262	-5.5%	\$60,521	-6.7%	\$72,780	-7.5%	50.8%
Police Officer IV	\$50,739	\$64,647	\$78,556			54.8%	\$50,544	-0.4%	\$59,390	-8.9%	\$68,235	-15.1%	35.0%
Systems Analyst	\$51,613	\$65,266	\$78,920			52.9%	\$48,262	-6.9%	\$60,521	-7.8%	\$72,780	-8.4%	50.8%
Development Services Coordinator	\$50,039	\$65,378	\$80,718			61.3%	\$52,604	4.9%	\$66,386	1.5%	\$80,115	-0.8%	52.3%
Human Resource Analyst	\$52,536	\$66,886	\$81,237			54.6%	\$48,262	-8.9%	\$60,521	-10.5%	\$72,780	-11.6%	50.8%
Parks & Greenways Coordinator	\$53,225	\$68,655	\$84,085			58.0%	\$52,604	-1.2%	\$66,386	-3.4%	\$80,115	-5.0%	52.3%
Emergency Management Training Officer	\$56,180	\$68,768	\$81,357			44.8%	\$34,918	-60.9%	\$42,983	-60.0%	\$51,049	-59.4%	46.2%
Senior Planner	\$53,539	\$68,784	\$84,028			56.9%	\$54,449	1.7%	\$69,109	0.5%	\$83,768	-0.3%	53.8%
Civil Engineer	\$53,448	\$68,867	\$84,286			57.7%	\$52,604	-1.6%	\$66,386	-3.7%	\$80,115	-5.2%	52.3%
Public Service Area Manager I	\$53,966	\$68,876	\$83,786			55.3%	\$48,262	-11.8%	\$60,521	-13.8%	\$72,780	-15.1%	50.8%
Webmaster	\$53,484	\$68,902	\$84,320			57.7%	\$58,126	8.0%	\$73,762	6.6%	\$89,397	5.7%	53.8%
Social Media Manager	\$54,355	\$71,150	\$87,945			61.8%	\$58,126	6.5%	\$73,762	3.5%	\$89,397	1.6%	53.8%
Fire Officer	\$60,365	\$71,756	\$83,147			37.7%	\$57,167	-5.6%	\$68,029	-5.5%	\$78,890	-5.4%	38.0%
Internal Auditor	\$56,481	\$72,378	\$88,274			56.3%	\$58,126	2.8%	\$73,762	1.9%	\$89,397	1.3%	53.8%
Recreation Superintendent	\$57,738	\$72,897	\$88,056			52.5%	\$52,604	-9.8%	\$66,386	-9.8%	\$80,115	-9.9%	52.3%
Police Sergeant	\$63,651	\$73,339	\$83,026			30.4%	\$54,826	-16.1%	\$65,243	-12.4%	\$75,660	-9.7%	38.0%
Contract Manager	\$57,555	\$73,764	\$89,973			56.3%	\$52,604	-9.4%	\$66,386	-11.1%	\$80,115	-12.3%	52.3%
GIS Analyst II	\$57,705	\$74,290	\$90,875			57.5%	\$54,449	-6.0%	\$69,109	-7.5%	\$83,768	-8.5%	53.8%
ADA Coordinator	\$58,746	\$74,965	\$91,184			55.2%	\$58,126	-1.1%	\$73,762	-1.6%	\$89,397	-2.0%	53.8%
Financial Analyst II	\$59,576	\$75,402	\$91,227			53.1%	\$52,604	-13.3%	\$66,386	-13.6%	\$80,115	-13.9%	52.3%

Salary Survey Results for KNOXVILLE, TN

Job Class Title	Averages For Each Job Class					KNOXVILLE							
	Min	Mid	Max	Start	Avg	Range Width	Min	Mid	Max	Range Width			
Crime Stoppers Coordinator	\$62,049	\$75,517	\$88,984			43.4%	\$48,262	-28.6%	\$60,521	-24.8%	\$72,780	-22.3%	50.8%
Fire Planning & Operations Manager	\$61,822	\$75,536	\$89,249			44.4%	\$52,604	-17.5%	\$66,386	-13.8%	\$80,115	-11.4%	52.3%
Principal Planner	\$61,160	\$79,171	\$97,182			58.9%	\$62,826	2.7%	\$77,485	-2.2%	\$92,144	-5.5%	46.7%
Systems Analyst, Senior	\$62,494	\$80,339	\$98,183			57.1%	\$52,604	-18.8%	\$66,386	-21.0%	\$80,115	-22.6%	52.3%
Police Technology Manager	\$60,320	\$80,808	\$101,296			67.9%	\$52,604	-14.7%	\$66,386	-21.7%	\$80,115	-26.4%	52.3%
Financial Analyst III	\$64,577	\$81,958	\$99,339			53.8%	\$58,126	-11.1%	\$73,762	-11.1%	\$89,397	-11.1%	53.8%
Professional Civil Engineer	\$63,579	\$82,139	\$100,700			58.4%	\$58,126	-9.4%	\$73,762	-11.4%	\$89,397	-12.6%	53.8%
Police Planning & Grant Manager	\$64,707	\$83,055	\$101,403			56.7%	\$52,604	-23.0%	\$66,386	-25.1%	\$80,115	-26.6%	52.3%
Municipal Court Administrator	\$65,563	\$83,070	\$100,577			53.4%	\$58,126	-12.8%	\$73,762	-12.6%	\$89,397	-12.5%	53.8%
City Recorder	\$63,734	\$83,194	\$102,655			61.1%	\$58,126	-9.6%	\$73,762	-12.8%	\$89,397	-14.8%	53.8%
Police Lieutenant	\$69,636	\$85,887	\$102,137			46.7%	\$63,609	-9.5%	\$76,649	-12.1%	\$89,689	-13.9%	41.0%
Pension Board Accounting Manager	\$66,685	\$87,556	\$108,427			62.6%	\$67,675	1.5%	\$86,421	-1.3%	\$105,167	-3.1%	55.4%
Fire Assistant Chief	\$73,266	\$87,601	\$101,936			39.1%	\$68,074	-7.6%	\$82,029	-6.8%	\$95,984	-6.2%	41.0%
Fire Assistant Chief, Senior	\$81,213	\$91,275	\$118,381			45.8%	\$75,478	-7.6%	\$91,706	0.5%	\$107,934	-9.7%	43.0%
Risk Manager	\$71,656	\$91,446	\$111,236			55.2%	\$67,675	-5.9%	\$86,421	-5.8%	\$105,167	-5.8%	55.4%
Benefits Manager	\$72,311	\$91,604	\$110,897			53.4%	\$67,675	-6.9%	\$86,421	-6.0%	\$105,167	-5.4%	55.4%
Purchasing Agent	\$73,929	\$95,625	\$117,322			58.7%	\$67,675	-9.2%	\$86,421	-10.7%	\$105,167	-11.6%	55.4%
Police Captain	\$80,628	\$98,703	\$116,778			44.8%	\$73,459	-9.8%	\$89,253	-10.6%	\$105,047	-11.2%	43.0%
Planning Manager	\$76,651	\$99,018	\$121,384			58.4%	\$93,715	18.2%	\$104,169	4.9%	\$114,623	-5.9%	22.3%
Civil Engineer Chief	\$85,360	\$108,580	\$131,801			54.4%	\$74,546	-14.5%	\$95,791	-13.4%	\$116,962	-12.7%	56.9%
Comptroller	\$84,337	\$111,593	\$138,848			64.6%	\$74,546	-13.1%	\$95,791	-16.5%	\$116,962	-18.7%	56.9%
Fire Deputy Chief	\$90,679	\$116,345	\$142,010			56.6%	\$80,283	-12.9%	\$98,748	-17.8%	\$117,213	-21.2%	46.0%
Police Deputy Chief	\$93,887	\$118,908	\$143,929			53.3%	\$89,374	-5.0%	\$109,930	-8.2%	\$130,486	-10.3%	46.0%
Pension Board Executive Director	\$103,101	\$135,315	\$167,528			62.5%	\$66,217	-55.7%	\$124,478	-8.7%	\$182,738	8.3%	176.0%
Police Advisory & Review Committee Exec Dir	\$95,631	\$136,274	\$176,917			85.0%	\$66,217	-44.4%	\$124,478	-9.5%	\$182,738	3.2%	176.0%
Fire Chief	\$112,596	\$145,930	\$179,263			59.2%	\$66,217	-70.0%	\$124,478	-17.2%	\$182,738	1.9%	176.0%
Police Chief	\$119,465	\$152,770	\$186,075			55.8%	\$66,217	-80.4%	\$124,478	-22.7%	\$182,738	-1.8%	176.0%
Survey Averages	\$50,541	\$63,381	\$76,351			49.82%	\$45,717	-10.55%	\$58,178	-8.94%	\$70,405	-8.45%	54.00%

SECTION 6.0
Proposed Pay Plans

**Proposed Pay Plans
Knoxville, TN**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>100% Of Market</i>	
						<i>Mkt</i>	<i>Hrly Max</i>
GENERAL GOVERNMENT							
303		\$31,439.77	\$39,299.71	\$50,303.64	\$15.12	\$18.89	\$24.18
1005	Data Entry Operator						
7180	Mail Clerk						
1020	Office Assistant I						
7052	Public Service Worker I						
304		\$33,011.76	\$41,264.70	\$52,818.82	\$15.87	\$19.84	\$25.39
1002	Customer Serv Representative						
7095	Equipment & Supply Clerk I						
7025	Equipment Operator I						
4049	Horticulture Services Worker						
7181	Mail Clerk, Senior						
1022	Office Assistant II						
6028	Permit Technician						
7053	Public Service Worker II						
1076	Records Specialist						
7144	Stores System Clerk						
4038	Urban Forestry Service Worker						
7080	Vehicle Impoundment Assist I						
7029	Waste Fac Asst/Scale Operator						
305		\$34,662.35	\$43,327.94	\$55,459.76	\$16.66	\$20.83	\$26.66
3021	Accounting Clerk, Sr						
4080	Assistant Aquatics Specialist						
4100	Assistant Rec Specialist						
7085	Automotive Services Asst						
3013	City Court Assistant						
2189	Community Development Tech						
1006	Customer Service Rep, Sr						
7123	EO II - Front Loader Hi-Lift						
7124	EO II - Knuckleboom						
7126	EO II - Pothole Patcher						
7125	EO II - Right of Way Mower						
7127	EO II - Roll-Back Dump Truck						
7129	EO II - Slope Master						
7130	EO II - Sweeper						
7131	EO II - Tandem Dump Truck						
7097	Equipment & Supply Clerk II						
7026	Equipment Operator II						
6021	Hazardous Waste Technician						
2049	Information Processing Spec						
1024	Office Assistant III						
6027	Permit Technician, Sr						
7049	Public Service Construct Wkr						
1077	Records Specialist, Sr						
7086	Service Writer						
7050	Trades Craftworker						

**Proposed Pay Plans
Knoxville, TN**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>100% Of Market</i>	
						<i>Mkt</i>	<i>Hrly Max</i>
GENERAL GOVERNMENT							
305		\$34,662.35	\$43,327.94	\$55,459.76	\$16.66	\$20.83	\$26.66
7083	Vehicle Impoundment Asst II						
306		\$36,395.46	\$45,494.33	\$58,232.75	\$17.50	\$21.87	\$28.00
9017	Animal Control Officer						
3012	City Court Assistant, Sr						
7033	EO III - Backhoe						
7040	EO III - Boom Mower						
7034	EO III - Concrete Truck						
7028	EO III - Demo Specialist						
7036	EO III - Garbage Truck						
7007	EO III - Mini Excavator						
7039	EO III - Multi Purpose Sweeper						
7009	EO III - Paving Machine						
7038	EO III - Road Grader						
7041	EO III - Sewer Truck						
7006	EO III - Transfer Station						
7132	EO III - Tree Truck						
7121	EO III - Triple Flail Mower						
6022	Hazardous Waste Technician, Sr						
2199	Loan Technician						
1078	NCIC Operator						
4009	Parks & Rec Maint Coord						
1037	Principal Secretary						
7045	Public Service Crew Leader						
3066	Revenue Technician						
1070	Technical Services Tech						
9044	Transportation Officer I						
307		\$38,215.24	\$47,769.05	\$61,144.38	\$18.37	\$22.97	\$29.40
9018	Animal Control Officer, Sr						
4086	Arts Specialist I						
7087	Automotive Technician I						
5018	Civil Engineering Tech I						
2059	Help Desk Technician I						
1035	Legal Secretary I						
4010	Recreation Specialist						
3063	Revenue Specialist						
5065	Sign & Markings Technician						
3064	Small Business Specialist						
5043	Traffic Engineering Tech I						
9043	Transportation Officer, Sr						
4048	Tree Service Technician						
308		\$40,126.00	\$50,157.50	\$64,201.60	\$19.29	\$24.11	\$30.87
4092	Arts Specialist, Senior						
5601	Audio Video Technician						
7044	Bucket Truck Operator						

**Proposed Pay Plans
Knoxville, TN**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>100% Of Market</i>	
						<i>Mkt</i>	<i>Hrly Max</i>
GENERAL GOVERNMENT							
308		\$40,126.00	\$50,157.50	\$64,201.60	\$19.29	\$24.11	\$30.87
1057	City Court Clerk						
4011	Parks & Rec Facility Foreman						
7023	Semi-Truck Driver						
5032	Sign & Marking Specialist						
5036	Signal Installer I						
7051	Skilled Trades Craftworker						
9027	Victim Services Advocate						
2088	Warranty Administrator						
309		\$42,132.30	\$52,665.38	\$67,411.68	\$20.26	\$25.32	\$32.41
2000	Administrative Specialist						
7088	Automotive Technician II						
2024	Capital Projects Technician						
9037	Evidence Technician						
2061	Help Desk Technician, Sr						
9009	ICAC Elec Evid Coll Proc Spec						
2074	Legal Assistant I						
7032	PS Maintenance Coordinator						
7024	Public Service Coordinator						
1041	Safety City Coordinator						
5030	Sign & Marking Crew Leader						
5042	Signal Installer, Senior						
5038	Signal Repair Tech						
7145	Stores System Manager						
5056	Stormwater Eng Tech I						
3053	Surplus Property Manager						
4088	Therapeutic Rec Specialist						
2027	Training Coordinator						
2041	Training Specialist						
310		\$44,238.92	\$55,298.64	\$70,782.27	\$21.27	\$26.59	\$34.03
4021	Aquatics Specialist						
4047	Arborist						
5157	Benefits Technician						
3041	Claims Specialist						
2181	Codes Enforcement Officer I						
2192	Comm Dev Project Specialist I						
9036	Crime Scene Technician I						
7091	Equipment Technician I						
2028	Human Resource Specialist						
2045	IT Inventory Specialist						
7020	Public Service Foreman I						
5057	Stormwater Eng Tech II						
7081	Vehicle Impoundment Supervisor						
6079	Zoning Examiner						
311		\$46,450.86	\$58,063.58	\$74,321.38	\$22.33	\$27.92	\$35.73

**Proposed Pay Plans
Knoxville, TN**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>100% Of Market</i>	
						<i>Mkt</i>	<i>Hrly Max</i>
GENERAL GOVERNMENT							
311		\$46,450.86	\$58,063.58	\$74,321.38	\$22.33	\$27.92	\$35.73
9019	Animal Control Supervisor						
3042	Claims Coordinator						
9020	Crime Analyst						
9087	Crime Scene Technician II						
9021	Domestic Violence Prgm Coord						
6030	Electrical Inspector						
9041	Electronic Evidence Coll Spec						
2078	Legal Assistant, Senior						
7104	Licensed Electrician						
7021	Public Service Foreman II						
312		\$48,773.41	\$60,966.76	\$78,037.45	\$23.45	\$29.31	\$37.52
2001	Administrative Supervisor						
1058	Assistant City Recorder						
4025	Athletics Coordinator						
7089	Automotive Master Technician						
7090	Automotive Technician Leader						
5020	Civil Engineering Tech II						
2180	Codes Enforcement Officer Sr						
2193	Comm Dev Project Specialist, Sr						
9024	Crime Analyst, Sr						
1004	Customer Service Supervisor						
6084	Electrical Inspector, Sr						
9093	Emergency Mgmt Oper Officer						
7094	Equipment Technician, Sr						
1040	Executive Assistant						
7162	Facilities Services Asst Mngr						
7099	Fire Apparatus Technician I						
9088	Firearms Examiner Trainee						
7071	Garage Service Coordinator						
9038	Maintenance Crew Leader						
7030	Master Equipment Operator						
5064	Master Signal Repair Tech						
6081	Plumbing/Mechanical Inspector						
7031	Pub Serv Construction Foreman						
4081	Recreation Supervisor						
5033	Sign & Marking Supervisor						
6076	Sr Zoning/Codes Enfcmt Officer						
5058	Stormwater Eng Tech III						
5022	Traffic Engineering Tech II						
313		\$51,212.07	\$64,015.09	\$81,939.32	\$24.62	\$30.78	\$39.39
2010	Administrative Manager I						
5008	Civil Designer						
5011	Civil Engineer Tech Proj Mgr						
6070	Combination Building Inspector I						

**Proposed Pay Plans
Knoxville, TN**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>100% Of Market</i>	
						<i>Mkt</i>	<i>Hrly Max</i>
GENERAL GOVERNMENT							
313		\$51,212.07	\$64,015.09	\$81,939.32	\$24.62	\$30.78	\$39.39
9022	Domestic Violence Prgm Mgr						
5006	Geographic Info Analyst						
GIS1	GIS Analyst I						
2100	Graphic Designer						
2201	Housing Rehabilitation Spec						
3037	Pension Benefit Administrator						
PL	Planner						
2039	Public Affairs Specialist						
2063	Systems Analyst I						
6016	Waste Facility Foreman						
314		\$53,772.68	\$67,215.85	\$86,036.29	\$25.85	\$32.32	\$41.36
2082	Benefits Coordinator						
6069	Combo Bldg Inspec II						
7101	Fire Apparatus Master Tech						
GIS2	GIS Analyst II						
2212	Housing Finance Supervisor						
2032	Human Resource Generalist						
Supv	Operations Supervisor						
3057	Procurement Specialist						
2020	Public Serv Plann & Safety Mgr						
7018	Public Service Area Manager I						
2084	Risk/Benefits Analyst						
5012	Traf Engineering Tech Proj Mgr						
315		\$56,461.31	\$70,576.64	\$90,338.10	\$27.14	\$33.93	\$43.43
2015	Administrative Manager II						
2210	Codes Enforcement Sect Mgr						
2203	Construction Mgmt Supervisor						
2094	Construction Project Mgr						
6026	Development Servs Coordinator						
2194	Econ & Comm Dev Proj Manager						
7161	Facilities Services Manager						
7103	Fire Apparatus Tech. Leader						
2040	Fire Planning & Oper Manager						
7175	Fleet Administrative Manager						
7098	Garage Supervisor						
5007	Geographic Info Coordinator						
2195	Homeless Program Coordinator						
2200	Housing Manager						
7146	Logistics and Supply Manager						
4036	Parks & Greenways Coordinator						
9032	Police Planning & Grant Mgr						
7019	Public Service Area Manager II						
3081	Real Estate Acquisition Agent						
6017	Solid Waste Manager						

**Proposed Pay Plans
Knoxville, TN**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>100% Of Market</i>	
						<i>Mkt</i>	<i>Hrly Max</i>
GENERAL GOVERNMENT							
315		\$56,461.31	\$70,576.64	\$90,338.10	\$27.14	\$33.93	\$43.43
2065	Systems Analyst, Sr						
5041	Traffic Systems Supervisor						
6015	Waste Facility Manager						
316		\$59,284.38	\$74,105.48	\$94,855.01	\$28.50	\$35.63	\$45.60
3075	Financial Analyst I						
2031	Human Resources Coordinator						
3073	Internal Auditor						
4075	Parks&Rec Maint Superintendent						
6045	Plumb/Mech/Gas Insp Chief						
5602	Police Technology Manager						
7120	Public Service Construct Mgr						
4074	Recreation Superintendent						
SPL	Senior Planner						
2052	Systems Engineer						
5047	Traffic Engineer						
4037	Urban Forester						
6082	Zoning Chief						
317		\$62,248.60	\$77,810.75	\$99,597.76	\$29.93	\$37.41	\$47.88
2208	ADA Coordinator						
6077	Building & Plans Review Chief						
1056	City Recorder						
2214	Comm Dev Administrator						
2250	Municipal Court Admin						
SchMgr	Scheduling Manager						
2101	Social Media Manager						
318		\$65,361.03	\$81,701.28	\$104,577.65	\$31.42	\$39.28	\$50.28
9965	Assistant Comptroller						
3058	Assistant Purchasing Agent						
9966	Assistant Treasurer						
3069	Contract Manager						
3076	Financial Analyst II						
5027	Professional Civil Engineer						
5062	Professional Stormwater Eng						
5052	Professional Traffic Engineer						
3080	Real Estate Manager						
3071	Revenue Administrator						
5009	Survey Project Manager						
5026	Technical Serv Administrator						
7075	Vehicle Shop Manager						
320		\$72,060.53	\$90,075.66	\$115,296.85	\$34.64	\$43.31	\$55.43
5156	Benefits Manager						
5014	Chief Professional Surveyor						
9092	Emergency Mgmt Deputy Dir						

**Proposed Pay Plans
Knoxville, TN**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>100% Of Market</i>	
						<i>Mkt</i>	<i>Hrly Max</i>
GENERAL GOVERNMENT							
320		\$72,060.53	\$90,075.66	\$115,296.85	\$34.64	\$43.31	\$55.43
	7070	Fleet Operations Manager					
	OpsDir	Operations Director					
	PPL	Principal Planner					
	2046	Professional Systems Analyst					
	2014	Special Events Deputy Director					
	2051	Systems Engineer Sr					
	2054	Webmaster					
321		\$75,663.56	\$94,579.45	\$121,061.70	\$36.38	\$45.47	\$58.20
	5002	Civil Engineer Manager					
	3077	Financial Analyst III					
	2056	Master Systems Analyst					
	3036	Pension Board Accounting Mgr					
	2081	Risk Manager					
	5003	Stormwater Engineer Manager					
	5001	Streetlight Systems Manager					
	5004	Traffic Engineer Manager					
322		\$79,446.73	\$99,308.42	\$127,114.78	\$38.20	\$47.74	\$61.11
	2058	Master Systems Engineer					
	2077	Staff Attorney I					
324		\$87,590.03	\$109,487.54	\$140,144.05	\$42.11	\$52.64	\$67.38
	5028	Civil Engineer Chief					
	6097	Dep Dir of Plns Revw Bldg Insp					
	5067	Engineer Manager					
	5029	Engineering Planning Chief					
	IRDIR	Information and Research Director					
	2163	Information Security Engineer					
	2067	MIS Project Manager					
	2037	PARC Executive Director					
	4035	Parks & Rec Deputy Dir					
	2097	Public Service Deputy Director					
	2008	Special Assistant					
	2076	Staff Attorney,Senior					
	5048	Traffic Engineering Chief					
	TRANSDIR	Transportation Director					
325		\$91,969.53	\$114,961.91	\$147,151.25	\$44.22	\$55.27	\$70.75
	6096	Building Inspections Director					
	2025	Civil Service Director					
	2232	Community Development Director					
	9090	Emergency Mgmt Director					
	3039	Employee Ben and Risk Mgmt Dir					
	5053	Engineering Deputy Director					
	3090	Finance Deputy Director					
	2018	Fleet Services Director					

**Proposed Pay Plans
Knoxville, TN**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>100% Of Market</i>	
						<i>Mkt</i>	<i>Hrly Max</i>
GENERAL GOVERNMENT							
325		\$91,969.53	\$114,961.91	\$147,151.25	\$44.22	\$55.27	\$70.75
	2012 Special Events Director						
326		\$96,568.01	\$120,710.01	\$154,508.81	\$46.43	\$58.03	\$74.28
	4028 Parks & Rec Director						
	PLSVC MGR Planning Services Manager						
	2013 Spec Mayoral Asst/Comm Rel Dir						
327		\$101,396.41	\$126,745.51	\$162,234.25	\$48.75	\$60.94	\$78.00
	3078 Comptroller						
	2079 Deputy Law Director						
	1001 Deputy to the Mayor						
	3060 Purchasing Agent						
	3085 Treasurer						
328		\$106,466.23	\$133,082.78	\$170,345.97	\$51.19	\$63.98	\$81.90
	2164 Applications Services Manager						
	2168 Enterprise Support Manager						
329		\$111,789.54	\$139,736.92	\$178,863.27	\$53.74	\$67.18	\$85.99
	3095 Dir of Finance&Accountability						
	2029 Director of Human Resources						
331		\$123,247.97	\$154,059.95	\$197,196.75	\$59.25	\$74.07	\$94.81
	2080 Director Of Law						
	2099 Director of Public Service						
	5051 Engineering Director						
	EXD Executive Director - Planning						
	2070 Information Technology Dir						
	3100 Pension Board Executive Dir						

305 Active Proposed Classes in the GENERAL GOVERNMENT Pay Plan

**Proposed Pay Plans
Knoxville, TN**

Code	Proposed Class Title	Ann Min	Mkt	Ann Max	Hrly Min	100% Of Market	
						Mkt	Hrly Max
FIRE							
103		\$39,125.08	\$47,341.35	\$58,703.27	\$18.81	\$22.76	\$28.22
	9967 Fire Recruit						
105		\$43,135.40	\$52,193.84	\$64,720.36	\$20.74	\$25.09	\$31.12
	8035 Firefighter						
107		\$47,556.78	\$57,543.71	\$71,354.20	\$22.86	\$27.67	\$34.30
	8037 Senior Firefighter						
109		\$52,431.35	\$63,441.94	\$78,668.00	\$25.21	\$30.50	\$37.82
	8039 Master Firefighter						
113		\$63,730.64	\$77,114.07	\$95,621.45	\$30.64	\$37.07	\$45.97
	8041 Fire Officer						
117		\$77,464.98	\$93,732.63	\$116,228.47	\$37.24	\$45.06	\$55.88
	8043 Fire Assistant Chief						
120		\$89,675.41	\$108,507.24	\$134,548.98	\$43.11	\$52.17	\$64.69
	8045 Fire Deputy Chief						
126		\$120,173.62	\$145,410.08	\$180,308.50	\$57.78	\$69.91	\$86.69
	8050 Fire Chief						

8 Active Proposed Classes in the FIRE Pay Plan

**Proposed Pay Plans
Knoxville, TN**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>100% Of Market</i>	
						<i>Mkt</i>	<i>Hrly Max</i>
POLICE							
201		\$31,573.53	\$42,940.00	\$47,234.00	\$15.18	\$20.64	\$22.71
9040	Police Cadet						
205		\$43,135.40	\$52,193.84	\$64,720.36	\$20.74	\$25.09	\$31.12
9046	Police Officer Recruit						
206		\$45,292.17	\$54,803.53	\$67,956.38	\$21.78	\$26.35	\$32.67
9045	Police Officer						
208		\$49,934.62	\$60,420.89	\$74,921.91	\$24.01	\$29.05	\$36.02
9050	Police Officer I						
209		\$52,431.35	\$63,441.94	\$78,668.00	\$25.21	\$30.50	\$37.82
9051	Police Officer II						
211		\$57,805.57	\$69,944.73	\$86,731.47	\$27.79	\$33.63	\$41.70
9058	Criminal Investigator III						
9052	Police Officer III						
212		\$60,695.84	\$73,441.97	\$91,068.05	\$29.18	\$35.31	\$43.78
9053	Police Officer IV						
215		\$70,263.02	\$85,018.27	\$105,422.65	\$33.78	\$40.87	\$50.68
9048	Police Sergeant						
218		\$81,338.23	\$98,419.27	\$122,039.89	\$39.10	\$47.32	\$58.67
9060	Police Lieutenant						
221		\$94,159.18	\$113,932.60	\$141,276.42	\$45.27	\$54.78	\$67.92
9065	Police Captain						
224		\$109,001.02	\$131,891.23	\$163,545.13	\$52.40	\$63.41	\$78.63
9080	Police Deputy Chief						
227		\$126,182.30	\$152,680.58	\$189,323.92	\$60.66	\$73.40	\$91.02
9085	Police Chief						

13 Active Proposed Classes in the POLICE Pay Plan

Proposed Pay Plans
Knoxville, TN

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mkt</i>	<i>Hrly Max</i>
326 Active Classes in Knoxville, TN							

SECTION 7.0
Step Tables

Knoxville, TN

100% of Market

Pay Plan:» FIRE

Grade

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
101	35,488	36,093	36,708	37,334	37,970	38,618	39,276	39,946	40,627	41,319	42,024	42,740	43,469	44,210	44,964	45,730	46,510	47,303	48,109	48,929
49,764	50,612	51,475	52,353	53,246																
102	37,262	37,897	38,543	39,200	39,869	40,549	41,240	41,943	42,658	43,385	44,125	44,877	45,642	46,420	47,212	48,017	48,835	49,668	50,515	51,376
52,252	53,143	54,049	54,970	55,908																
103	39,125	39,792	40,471	41,161	41,862	42,576	43,302	44,040	44,791	45,555	46,331	47,121	47,924	48,741	49,572	50,418	51,277	52,151	53,040	53,945
54,864	55,800	56,751	57,719	58,703																
104	41,081	41,782	42,494	43,219	43,955	44,705	45,467	46,242	47,030	47,832	48,648	49,477	50,321	51,179	52,051	52,938	53,841	54,759	55,693	56,642
57,608	58,590	59,589	60,605	61,638																
105	43,135	43,871	44,619	45,379	46,153	46,940	47,740	48,554	49,382	50,224	51,080	51,951	52,837	53,737	54,654	55,585	56,533	57,497	58,477	59,474
60,488	61,519	62,568	63,635	64,720																
106	45,292	46,064	46,850	47,648	48,461	49,287	50,127	50,982	51,851	52,735	53,634	54,549	55,478	56,424	57,386	58,365	59,360	60,372	61,401	62,448
63,512	64,595	65,697	66,817	67,956																
107	47,557	48,368	49,192	50,031	50,884	51,751	52,634	53,531	54,444	55,372	56,316	57,276	58,252	59,246	60,256	61,283	62,328	63,390	64,471	65,570
66,688	67,825	68,981	70,157	71,354																
108	49,935	50,786	51,652	52,532	53,428	54,339	55,265	56,208	57,166	58,140	59,132	60,140	61,165	62,208	63,268	64,347	65,444	66,560	67,695	68,849
70,023	71,216	72,430	73,665	74,922																
109	52,431	53,325	54,234	55,159	56,099	57,056	58,029	59,018	60,024	61,047	62,088	63,147	64,223	65,318	66,432	67,564	68,716	69,888	71,079	72,291
73,524	74,777	76,052	77,349	78,668																
110	55,053	55,992	56,946	57,917	58,904	59,909	60,930	61,969	63,025	64,100	65,193	66,304	67,434	68,584	69,753	70,943	72,152	73,382	74,633	75,906
77,200	78,516	79,855	81,216	82,601																
111	57,806	58,791	59,793	60,813	61,850	62,904	63,976	65,067	66,177	67,305	68,452	69,619	70,806	72,013	73,241	74,490	75,760	77,051	78,365	79,701
81,060	82,442	83,847	85,277	86,731																
112	60,696	61,731	62,783	63,853	64,942	66,049	67,175	68,321	69,485	70,670	71,875	73,100	74,346	75,614	76,903	78,214	79,548	80,904	82,283	83,686
85,113	86,564	88,040	89,541	91,068																
113	63,731	64,817	65,922	67,046	68,189	69,352	70,534	71,737	72,960	74,204	75,469	76,755	78,064	79,395	80,748	82,125	83,525	84,949	86,397	87,870
89,368	90,892	92,442	94,018	95,621																
114	66,917	68,058	69,218	70,398	71,599	72,819	74,061	75,323	76,608	77,914	79,242	80,593	81,967	83,364	84,786	86,231	87,701	89,197	90,717	92,264
93,837	95,437	97,064	98,719	100,403																
115	70,263	71,461	72,679	73,918	75,179	76,460	77,764	79,090	80,438	81,809	83,204	84,623	86,065	87,533	89,025	90,543	92,086	93,656	95,253	96,877
98,529	100,208	101,917	103,654	105,423																
116	73,776	75,034	76,313	77,614	78,937	80,283	81,652	83,044	84,460	85,900	87,364	88,854	90,369	91,909	93,476	95,070	96,691	98,339	100,016	101,721
103,455	105,219	107,013	108,837	110,694																
117	77,465	78,786	80,129	81,495	82,884	84,297	85,735	87,196	88,683	90,195	91,733	93,296	94,887	96,505	98,150	99,823	101,525	103,256	105,017	106,807
108,628	110,480	112,363	114,279	116,228																
118	81,338	82,725	84,135	85,570	87,029	88,512	90,021	91,556	93,117	94,705	96,319	97,961	99,631	101,330	103,058	104,815	106,602	108,419	110,267	112,147
114,059	116,004	117,982	119,993	122,040																
119	85,405	86,861	88,342	89,848	91,380	92,938	94,522	96,134	97,773	99,440	101,135	102,859	104,613	106,397	108,210	110,055	111,932	113,840	115,781	117,755
119,762	121,804	123,881	125,993	128,142																
120	89,675	91,204	92,759	94,341	95,949	97,585	99,249	100,941	102,662	104,412	106,192	108,002	109,844	111,716	113,621	115,558	117,528	119,532	121,570	123,642
125,750	127,894	130,075	132,292	134,549																
121	94,159	95,764	97,397	99,058	100,746	102,464	104,211	105,988	107,795	109,632	111,501	113,402	115,336	117,302	119,302	121,336	123,405	125,508	127,648	129,825
132,038	134,289	136,578	138,907	141,276																
122	98,867	100,553	102,267	104,011	105,784	107,587	109,422	111,287	113,184	115,114	117,077	119,073	121,103	123,167	125,267	127,403	129,575	131,784	134,031	136,316
138,640	141,003	143,407	145,852	148,340																
123	103,810	105,580	107,380	109,211	111,073	112,967	114,893	116,851	118,844	120,870	122,930	125,026	127,158	129,326	131,530	133,773	136,054	138,373	140,732	143,132
145,572	148,054	150,578	153,145	155,757																
124	109,001	110,859	112,749	114,672	116,627	118,615	120,637	122,694	124,786	126,913	129,077	131,277	133,516	135,792	138,107	140,462	142,856	145,292	147,769	150,288

Sunday, February 27, 2022

9:30:57 AM

Page 1

Knoxville, TN

100% of Market

Pay Plan:» FIRE

Grade

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
152,850	155,456	158,107	160,802	163,545																
125	114,451	116,402	118,387	120,405	122,458	124,546	126,669	128,829	131,025	133,259	135,531	137,841	140,191	142,581	145,012	147,485	149,999	152,556	155,157	157,803
160,493	163,229	166,012	168,842	171,722																
126	120,174	122,222	124,306	126,425	128,581	130,773	133,003	135,270	137,576	139,922	142,307	144,733	147,201	149,711	152,263	154,859	157,499	160,184	162,915	165,693
168,517	171,391	174,313	177,284	180,309																
127	126,182	128,334	130,521	132,747	135,010	137,312	139,653	142,034	144,455	146,918	149,423	151,970	154,561	157,196	159,876	162,602	165,374	168,193	171,061	173,977
176,943	179,960	183,028	186,149	189,324																
128	132,491	134,750	137,048	139,384	141,760	144,177	146,635	149,135	151,678	154,264	156,894	159,569	162,289	165,056	167,870	170,732	173,643	176,603	179,614	182,676
185,791	188,958	192,180	195,456	198,790																
129	139,116	141,488	143,900	146,353	148,848	151,386	153,967	156,592	159,262	161,977	164,738	167,547	170,404	173,309	176,263	179,268	182,325	185,433	188,595	191,810
195,080	198,406	201,789	205,229	208,730																
130	146,072	148,562	151,095	153,671	156,291	158,955	161,665	164,422	167,225	170,076	172,975	175,924	178,924	181,974	185,077	188,232	191,441	194,705	198,024	201,400
204,834	208,326	211,878	215,490	219,166																
131	153,375	155,990	158,650	161,354	164,105	166,903	169,749	172,643	175,586	178,580	181,624	184,721	187,870	191,073	194,330	197,643	201,013	204,440	207,926	211,470
215,076	218,743	222,472	226,265	230,124																
132	161,044	163,790	166,582	169,422	172,311	175,248	178,236	181,275	184,365	187,509	190,705	193,957	197,263	200,626	204,047	207,526	211,064	214,662	218,322	222,044
225,830	229,680	233,595	237,578	241,631																
133	169,096	171,979	174,911	177,893	180,926	184,011	187,148	190,339	193,584	196,884	200,241	203,654	207,127	210,658	214,249	217,902	221,617	225,395	229,238	233,146
237,121	241,164	245,275	249,457	253,712																
134	177,551	180,578	183,657	186,788	189,972	193,211	196,505	199,855	203,263	206,728	210,253	213,837	217,483	221,191	224,962	228,797	232,698	236,665	240,700	244,803
248,977	253,222	257,539	261,930	266,398																
135	186,429	189,607	192,840	196,127	199,471	202,872	206,331	209,848	213,426	217,065	220,765	224,529	228,357	232,250	236,210	240,237	244,333	248,498	252,735	257,044
261,426	265,883	270,416	275,026	279,718																
136	195,750	199,087	202,482	205,934	209,445	213,015	216,647	220,341	224,097	227,918	231,804	235,756	239,775	243,863	248,020	252,249	256,549	260,923	265,372	269,896
274,497	279,177	283,937	288,778	293,704																
137	205,538	209,042	212,606	216,230	219,917	223,666	227,479	231,358	235,302	239,314	243,394	247,543	251,764	256,056	260,421	264,861	269,377	273,969	278,640	283,391
288,222	293,136	298,134	303,216	308,389																
138	215,815	219,494	223,236	227,042	230,913	234,850	238,853	242,926	247,067	251,279	255,563	259,920	264,352	268,859	273,442	278,104	282,846	287,668	292,572	297,560
302,633	307,793	313,040	318,377	323,808																
139	226,605	230,469	234,398	238,394	242,458	246,592	250,796	255,072	259,421	263,843	268,342	272,916	277,569	282,302	287,115	292,009	296,988	302,051	307,201	312,438
317,765	323,182	328,692	334,296	339,999																
140	237,936	241,992	246,118	250,314	254,581	258,922	263,336	267,825	272,392	277,036	281,759	286,562	291,448	296,417	301,470	306,610	311,837	317,154	322,561	328,060
333,653	339,342	345,127	351,011	356,999																
141	249,832	254,092	258,424	262,829	267,310	271,868	276,503	281,217	286,011	290,887	295,847	300,890	306,020	311,238	316,544	321,940	327,429	333,011	338,689	344,463
350,336	356,309	362,383	368,561	374,848																
142	262,324	266,796	271,345	275,971	280,676	285,461	290,328	295,278	300,312	305,432	310,639	315,935	321,321	326,799	332,371	338,037	343,801	349,662	355,623	361,686
367,853	374,124	380,502	386,989	393,591																
143	275,440	280,136	284,912	289,769	294,710	299,734	304,844	310,041	315,327	320,703	326,171	331,732	337,387	343,139	348,989	354,939	360,991	367,145	373,404	379,771
386,245	392,830	399,527	406,339	413,270																
144	289,212	294,143	299,158	304,258	309,445	314,721	320,086	325,544	331,094	336,738	342,479	348,318	354,257	360,296	366,439	372,686	379,040	385,502	392,075	398,759
405,557	412,472	419,504	426,656	433,934																
145	303,673	308,850	314,116	319,471	324,917	330,457	336,091	341,821	347,648	353,575	359,603	365,734	371,970	378,311	384,761	391,321	397,992	404,777	411,678	418,697
425,835	433,095	440,479	447,989	455,631																
146	318,856	324,293	329,821	335,444	341,163	346,980	352,895	358,912	365,031	371,254	377,584	384,021	390,568	397,227	403,999	410,887	417,892	425,016	432,262	439,632
447,127	454,750	462,503	470,388	478,412																
147	334,799	340,507	346,312	352,217	358,221	364,329	370,540	376,857	383,282	389,817	396,463	403,222	410,096	417,088	424,199	431,431	438,786	446,267	453,875	461,613
469,483	477,488	485,628	493,908	502,333																

Knoxville, TN

100% of Market

Pay Plan:» FIRE

Grade

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 1 4	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
148	351,539	357,532	363,628	369,827	376,133	382,545	389,067	395,700	402,446	409,308	416,286	423,383	430,601	437,942	445,409	453,003	460,726	468,580	476,569	484,694
492,958	501,362	509,910	518,603	527,449																
149	369,116	375,409	381,809	388,319	394,939	401,672	408,520	415,485	422,569	429,773	437,100	444,552	452,131	459,840	467,679	475,653	483,762	492,010	500,398	508,929
517,605	526,430	535,405	544,533	553,822																

Knoxville, TN

100% of Market

Pay Plan:» POLICE

Grade

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 1 4	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
201	31,574	32,108	32,651	33,204	33,766	34,337	34,918	35,509	36,110	36,721	37,343	37,975	38,617	39,271	39,936	40,612	41,299	41,998	42,709	43,431
44,166	44,914	45,674	46,447	47,234																
202	33,152	33,713	34,284	34,864	35,454	36,054	36,664	37,285	37,916	38,557	39,210	39,874	40,548	41,235	41,932	42,642	43,364	44,098	44,844	45,603
46,375	47,159	47,958	48,769	49,596																
203	34,810	35,399	35,998	36,607	37,227	37,857	38,497	39,149	39,812	40,485	41,170	41,867	42,576	43,296	44,029	44,774	45,532	46,303	47,086	47,883
48,693	49,517	50,355	51,208	52,075																
204	41,081	41,782	42,494	43,219	43,955	44,705	45,467	46,242	47,030	47,832	48,648	49,477	50,321	51,179	52,051	52,938	53,841	54,759	55,693	56,642
57,608	58,590	59,589	60,605	61,638																
205	43,135	43,871	44,619	45,379	46,153	46,940	47,740	48,554	49,382	50,224	51,080	51,951	52,837	53,737	54,654	55,585	56,533	57,497	58,477	59,474
60,488	61,519	62,568	63,635	64,720																
206	45,292	46,064	46,850	47,648	48,461	49,287	50,127	50,982	51,851	52,735	53,634	54,549	55,478	56,424	57,386	58,365	59,360	60,372	61,401	62,448
63,512	64,595	65,697	66,817	67,956																
207	47,557	48,368	49,192	50,031	50,884	51,751	52,634	53,531	54,444	55,372	56,316	57,276	58,252	59,246	60,256	61,283	62,328	63,390	64,471	65,570
66,688	67,825	68,981	70,157	71,354																
208	49,935	50,786	51,652	52,532	53,428	54,339	55,265	56,208	57,166	58,140	59,132	60,140	61,165	62,208	63,268	64,347	65,444	66,560	67,695	68,849
70,023	71,216	72,430	73,665	74,922																
209	52,431	53,325	54,234	55,159	56,099	57,056	58,029	59,018	60,024	61,047	62,088	63,147	64,223	65,318	66,432	67,564	68,716	69,888	71,079	72,291
73,524	74,777	76,052	77,349	78,668																
210	55,053	55,992	56,946	57,917	58,904	59,909	60,930	61,969	63,025	64,100	65,193	66,304	67,434	68,584	69,753	70,943	72,152	73,382	74,633	75,906
77,200	78,516	79,855	81,216	82,601																
211	57,806	58,791	59,793	60,813	61,850	62,904	63,976	65,067	66,177	67,305	68,452	69,619	70,806	72,013	73,241	74,490	75,760	77,051	78,365	79,701
81,060	82,442	83,847	85,277	86,731																
212	60,696	61,731	62,783	63,853	64,942	66,049	67,175	68,321	69,485	70,670	71,875	73,100	74,346	75,614	76,903	78,214	79,548	80,904	82,283	83,686
85,113	86,564	88,040	89,541	91,068																
213	63,731	64,817	65,922	67,046	68,189	69,352	70,534	71,737	72,960	74,204	75,469	76,755	78,064	79,395	80,748	82,125	83,525	84,949	86,397	87,870
89,368	90,892	92,442	94,018	95,621																
214	66,917	68,058	69,218	70,398	71,599	72,819	74,061	75,323	76,608	77,914	79,242	80,593	81,967	83,364	84,786	86,231	87,701	89,197	90,717	92,264
93,837	95,437	97,064	98,719	100,403																
215	70,263	71,461	72,679	73,918	75,179	76,460	77,764	79,090	80,438	81,809	83,204	84,623	86,065	87,533	89,025	90,543	92,086	93,656	95,253	96,877
98,529	100,208	101,917	103,654	105,423																
216	73,776	75,034	76,313	77,614	78,937	80,283	81,652	83,044	84,460	85,900	87,364	88,854	90,369	91,909	93,476	95,070	96,691	98,339	100,016	101,721
103,455	105,219	107,013	108,837	110,694																
217	77,465	78,786	80,129	81,495	82,884	84,297	85,735	87,196	88,683	90,195	91,733	93,296	94,887	96,505	98,150	99,823	101,525	103,256	105,017	106,807
108,628	110,480	112,363	114,279	116,228																
218	81,338	82,725	84,135	85,570	87,029	88,512	90,021	91,556	93,117	94,705	96,319	97,961	99,631	101,330	103,058	104,815	106,602	108,419	110,267	112,147
114,059	116,004	117,982	119,993	122,040																
219	85,405	86,861	88,342	89,848	91,380	92,938	94,522	96,134	97,773	99,440	101,135	102,859	104,613	106,397	108,210	110,055	111,932	113,840	115,781	117,755
119,762	121,804	123,881	125,993	128,142																
220	89,675	91,204	92,759	94,341	95,949	97,585	99,249	100,941	102,662	104,412	106,192	108,002	109,844	111,716	113,621	115,558	117,528	119,532	121,570	123,642
125,750	127,894	130,075	132,292	134,549																
221	94,159	95,764	97,397	99,058	100,746	102,464	104,211	105,988	107,795	109,632	111,501	113,402	115,336	117,302	119,302	121,336	123,405	125,508	127,648	129,825
132,038	134,289	136,578	138,907	141,276																
222	98,867	100,553	102,267	104,011	105,784	107,587	109,422	111,287	113,184	115,114	117,077	119,073	121,103	123,167	125,267	127,403	129,575	131,784	134,031	136,316
138,640	141,003	143,407	145,852	148,340																
223	103,810	105,580	107,380	109,211	111,073	112,967	114,893	116,851	118,844	120,870	122,930	125,026	127,158	129,326	131,530	133,773	136,054	138,373	140,732	143,132
145,572	148,054	150,578	153,145	155,757																
224	109,001	110,859	112,749	114,672	116,627	118,615	120,637	122,694	124,786	126,913	129,077	131,277	133,516	135,792	138,107	140,462	142,856	145,292	147,769	150,288

Knoxville, TN

100% of Market

Pay Plan:» POLICE

Grade

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
	152,850	155,456	158,107	160,802	163,545															
225	114,451	116,402	118,387	120,405	122,458	124,546	126,669	128,829	131,025	133,259	135,531	137,841	140,191	142,581	145,012	147,485	149,999	152,556	155,157	157,803
160,493	163,229	166,012	168,842	171,722																
226	120,174	122,222	124,306	126,425	128,581	130,773	133,003	135,270	137,576	139,922	142,307	144,733	147,201	149,711	152,263	154,859	157,499	160,184	162,915	165,693
168,517	171,391	174,313	177,284	180,309																
227	126,182	128,334	130,521	132,747	135,010	137,312	139,653	142,034	144,455	146,918	149,423	151,970	154,561	157,196	159,876	162,602	165,374	168,193	171,061	173,977
176,943	179,960	183,028	186,149	189,324																
228	132,491	134,750	137,048	139,384	141,760	144,177	146,635	149,135	151,678	154,264	156,894	159,569	162,289	165,056	167,870	170,732	173,643	176,603	179,614	182,676
185,791	188,958	192,180	195,456	198,790																
229	139,116	141,488	143,900	146,353	148,848	151,386	153,967	156,592	159,262	161,977	164,738	167,547	170,404	173,309	176,263	179,268	182,325	185,433	188,595	191,810
195,080	198,406	201,789	205,229	208,730																
230	146,072	148,562	151,095	153,671	156,291	158,955	161,665	164,422	167,225	170,076	172,975	175,924	178,924	181,974	185,077	188,232	191,441	194,705	198,024	201,400
204,834	208,326	211,878	215,490	219,166																
231	153,375	155,990	158,650	161,354	164,105	166,903	169,749	172,643	175,586	178,580	181,624	184,721	187,870	191,073	194,330	197,643	201,013	204,440	207,926	211,470
215,076	218,743	222,472	226,265	230,124																
232	161,044	163,790	166,582	169,422	172,311	175,248	178,236	181,275	184,365	187,509	190,705	193,957	197,263	200,626	204,047	207,526	211,064	214,662	218,322	222,044
225,830	229,680	233,595	237,578	241,631																
233	169,096	171,979	174,911	177,893	180,926	184,011	187,148	190,339	193,584	196,884	200,241	203,654	207,127	210,658	214,249	217,902	221,617	225,395	229,238	233,146
237,121	241,164	245,275	249,457	253,712																
234	177,551	180,578	183,657	186,788	189,972	193,211	196,505	199,855	203,263	206,728	210,253	213,837	217,483	221,191	224,962	228,797	232,698	236,665	240,700	244,803
248,977	253,222	257,539	261,930	266,398																
235	186,429	189,607	192,840	196,127	199,471	202,872	206,331	209,848	213,426	217,065	220,765	224,529	228,357	232,250	236,210	240,237	244,333	248,498	252,735	257,044
261,426	265,883	270,416	275,026	279,718																
236	195,750	199,087	202,482	205,934	209,445	213,015	216,647	220,341	224,097	227,918	231,804	235,756	239,775	243,863	248,020	252,249	256,549	260,923	265,372	269,896
274,497	279,177	283,937	288,778	293,704																
237	205,538	209,042	212,606	216,230	219,917	223,666	227,479	231,358	235,302	239,314	243,394	247,543	251,764	256,056	260,421	264,861	269,377	273,969	278,640	283,391
288,222	293,136	298,134	303,216	308,389																
238	215,815	219,494	223,236	227,042	230,913	234,850	238,853	242,926	247,067	251,279	255,563	259,920	264,352	268,859	273,442	278,104	282,846	287,668	292,572	297,560
302,633	307,793	313,040	318,377	323,808																
239	226,605	230,469	234,398	238,394	242,458	246,592	250,796	255,072	259,421	263,843	268,342	272,916	277,569	282,302	287,115	292,009	296,988	302,051	307,201	312,438
317,765	323,182	328,692	334,296	339,999																
240	237,936	241,992	246,118	250,314	254,581	258,922	263,336	267,825	272,392	277,036	281,759	286,562	291,448	296,417	301,470	306,610	311,837	317,154	322,561	328,060
333,653	339,342	345,127	351,011	356,999																
241	249,832	254,092	258,424	262,829	267,310	271,868	276,503	281,217	286,011	290,887	295,847	300,890	306,020	311,238	316,544	321,940	327,429	333,011	338,689	344,463
350,336	356,309	362,383	368,561	374,848																
242	262,324	266,796	271,345	275,971	280,676	285,461	290,328	295,278	300,312	305,432	310,639	315,935	321,321	326,799	332,371	338,037	343,801	349,662	355,623	361,686
367,853	374,124	380,502	386,989	393,591																
243	275,440	280,136	284,912	289,769	294,710	299,734	304,844	310,041	315,327	320,703	326,171	331,732	337,387	343,139	348,989	354,939	360,991	367,145	373,404	379,771
386,245	392,830	399,527	406,339	413,270																
244	289,212	294,143	299,158	304,258	309,445	314,721	320,086	325,544	331,094	336,738	342,479	348,318	354,257	360,296	366,439	372,686	379,040	385,502	392,075	398,759
405,557	412,472	419,504	426,656	433,934																
245	303,673	308,850	314,116	319,471	324,917	330,457	336,091	341,821	347,648	353,575	359,603	365,734	371,970	378,311	384,761	391,321	397,992	404,777	411,678	418,697
425,835	433,095	440,479	447,989	455,631																
246	318,856	324,293	329,821	335,444	341,163	346,980	352,895	358,912	365,031	371,254	377,584	384,021	390,568	397,227	403,999	410,887	417,892	425,016	432,262	439,632
447,127	454,750	462,503	470,388	478,412																
247	334,799	340,507	346,312	352,217	358,221	364,329	370,540	376,857	383,282	389,817	396,463	403,222	410,096	417,088	424,199	431,431	438,786	446,267	453,875	461,613
469,483	477,488	485,628	493,908	502,333																

Knoxville, TN

100% of Market

Pay Plan:» POLICE

Grade

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 1 4	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
248	351,539	357,532	363,628	369,827	376,133	382,545	389,067	395,700	402,446	409,308	416,286	423,383	430,601	437,942	445,409	453,003	460,726	468,580	476,569	484,694
492,958	501,362	509,910	518,603	527,449																
249	369,116	375,409	381,809	388,319	394,939	401,672	408,520	415,485	422,569	429,773	437,100	444,552	452,131	459,840	467,679	475,653	483,762	492,010	500,398	508,929
517,605	526,430	535,405	544,533	553,822																

SECTION 8.0
Alphabetical Classification List

Proposed Class List By Title

Knoxville, TN

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
A							
Accounting Clerk, Sr	3021	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>5</u>
ADA Coordinator	2208	GENERAL GOVERNMEN	317	\$62,248.60	\$77,810.75	\$99,597.76	<u>1</u>
Administrative Manager I	2010	GENERAL GOVERNMEN	313	\$51,212.07	\$64,015.09	\$81,939.32	<u>4</u>
Administrative Manager II	2015	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>9</u>
Administrative Specialist	2000	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>23</u>
Administrative Supervisor	2001	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>3</u>
Animal Control Officer	9017	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>2</u>
Animal Control Officer, Sr	9018	GENERAL GOVERNMEN	307	\$38,215.24	\$47,769.05	\$61,144.38	<u>6</u>
Animal Control Supervisor	9019	GENERAL GOVERNMEN	311	\$46,450.86	\$58,063.58	\$74,321.38	<u>1</u>
Applications Services Manager	2164	GENERAL GOVERNMEN	328	\$106,466.23	\$133,082.78	\$170,345.97	<u>1</u>
Aquatics Specialist	4021	GENERAL GOVERNMEN	310	\$44,238.92	\$55,298.64	\$70,782.27	<u>3</u>
Arborist	4047	GENERAL GOVERNMEN	310	\$44,238.92	\$55,298.64	\$70,782.27	<u>1</u>
Arts Specialist I	4086	GENERAL GOVERNMEN	307	\$38,215.24	\$47,769.05	\$61,144.38	<u>1</u>
Arts Specialist, Senior	4092	GENERAL GOVERNMEN	308	\$40,126.00	\$50,157.50	\$64,201.60	<u>1</u>
Assistant Aquatics Specialist	4080	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>1</u>
Assistant City Recorder	1058	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>1</u>
Assistant Comptroller	9965	GENERAL GOVERNMEN	318	\$65,361.03	\$81,701.28	\$104,577.65	<u>0</u>
Assistant Purchasing Agent	3058	GENERAL GOVERNMEN	318	\$65,361.03	\$81,701.28	\$104,577.65	<u>2</u>
Assistant Rec Specialist	4100	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>7</u>
Assistant Treasurer	9966	GENERAL GOVERNMEN	318	\$65,361.03	\$81,701.28	\$104,577.65	<u>0</u>
Athletics Coordinator	4025	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>1</u>
Audio Video Technician	5601	GENERAL GOVERNMEN	308	\$40,126.00	\$50,157.50	\$64,201.60	<u>2</u>
Automotive Master Technician	7089	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>2</u>
Automotive Services Asst	7085	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>1</u>
Automotive Technician I	7087	GENERAL GOVERNMEN	307	\$38,215.24	\$47,769.05	\$61,144.38	<u>3</u>
Automotive Technician II	7088	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>1</u>
Automotive Technician Leader	7090	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>1</u>
B							
Benefits Coordinator	2082	GENERAL GOVERNMEN	314	\$53,772.68	\$67,215.85	\$86,036.29	<u>1</u>
Benefits Manager	5156	GENERAL GOVERNMEN	320	\$72,060.53	\$90,075.66	\$115,296.85	<u>1</u>
Benefits Technician	5157	GENERAL GOVERNMEN	310	\$44,238.92	\$55,298.64	\$70,782.27	<u>1</u>
Bucket Truck Operator	7044	GENERAL GOVERNMEN	308	\$40,126.00	\$50,157.50	\$64,201.60	<u>1</u>

Proposed Class List By Title

Knoxville, TN

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Building & Plans Review Chief	6077	GENERAL GOVERNMEN	317	\$62,248.60	\$77,810.75	\$99,597.76	<u>1</u>
Building Inspections Director	6096	GENERAL GOVERNMEN	325	\$91,969.53	\$114,961.91	\$147,151.25	<u>1</u>
C							
Capital Projects Technician	2024	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>1</u>
Chief Professional Surveyor	5014	GENERAL GOVERNMEN	320	\$72,060.53	\$90,075.66	\$115,296.85	<u>1</u>
City Court Assistant	3013	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>4</u>
City Court Assistant, Sr	3012	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>1</u>
City Court Clerk	1057	GENERAL GOVERNMEN	308	\$40,126.00	\$50,157.50	\$64,201.60	<u>1</u>
City Recorder	1056	GENERAL GOVERNMEN	317	\$62,248.60	\$77,810.75	\$99,597.76	<u>1</u>
Civil Designer	5008	GENERAL GOVERNMEN	313	\$51,212.07	\$64,015.09	\$81,939.32	<u>3</u>
Civil Engineer Chief	5028	GENERAL GOVERNMEN	324	\$87,590.03	\$109,487.54	\$140,144.05	<u>1</u>
Civil Engineer Manager	5002	GENERAL GOVERNMEN	321	\$75,663.56	\$94,579.45	\$121,061.70	<u>2</u>
Civil Engineer Tech Proj Mgr	5011	GENERAL GOVERNMEN	313	\$51,212.07	\$64,015.09	\$81,939.32	<u>2</u>
Civil Engineering Tech I	5018	GENERAL GOVERNMEN	307	\$38,215.24	\$47,769.05	\$61,144.38	<u>3</u>
Civil Engineering Tech II	5020	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>6</u>
Civil Service Director	2025	GENERAL GOVERNMEN	325	\$91,969.53	\$114,961.91	\$147,151.25	<u>1</u>
Claims Coordinator	3042	GENERAL GOVERNMEN	311	\$46,450.86	\$58,063.58	\$74,321.38	<u>1</u>
Claims Specialist	3041	GENERAL GOVERNMEN	310	\$44,238.92	\$55,298.64	\$70,782.27	<u>3</u>
Codes Enforcement Officer I	2181	GENERAL GOVERNMEN	310	\$44,238.92	\$55,298.64	\$70,782.27	<u>2</u>
Codes Enforcement Officer Sr	2180	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>2</u>
Codes Enforcement Sect Mgr	2210	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
Combination Building Inspector I	6070	GENERAL GOVERNMEN	313	\$51,212.07	\$64,015.09	\$81,939.32	<u>6</u>
Combo Bldg Inspec II	6069	GENERAL GOVERNMEN	314	\$53,772.68	\$67,215.85	\$86,036.29	<u>2</u>
Comm Dev Administrator	2214	GENERAL GOVERNMEN	317	\$62,248.60	\$77,810.75	\$99,597.76	<u>1</u>
Comm Dev Project Specialist I	2192	GENERAL GOVERNMEN	310	\$44,238.92	\$55,298.64	\$70,782.27	<u>1</u>
Comm Dev Project Specialist, Sr	2193	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>3</u>
Community Development Director	2232	GENERAL GOVERNMEN	325	\$91,969.53	\$114,961.91	\$147,151.25	<u>1</u>
Community Development Tech	2189	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>1</u>
Comptroller	3078	GENERAL GOVERNMEN	327	\$101,396.41	\$126,745.51	\$162,234.25	<u>1</u>
Construction Mgmt Supervisor	2203	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
Construction Project Mgr	2094	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
Contract Manager	3069	GENERAL GOVERNMEN	318	\$65,361.03	\$81,701.28	\$104,577.65	<u>1</u>
Crime Analyst	9020	GENERAL GOVERNMEN	311	\$46,450.86	\$58,063.58	\$74,321.38	<u>1</u>
Crime Analyst, Sr	9024	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>4</u>

Proposed Class List By Title

Knoxville, TN

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Crime Scene Technician I	9036	GENERAL GOVERNMEN	310	\$44,238.92	\$55,298.64	\$70,782.27	<u>6</u>
Crime Scene Technician II	9087	GENERAL GOVERNMEN	311	\$46,450.86	\$58,063.58	\$74,321.38	<u>1</u>
Criminal Investigator III	9058	POLICE	211	\$57,805.57	\$69,944.73	\$86,731.47	<u>1</u>
Customer Serv Representative	1002	GENERAL GOVERNMEN	304	\$33,011.76	\$41,264.70	\$52,818.82	<u>2</u>
Customer Service Rep, Sr	1006	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>2</u>
Customer Service Supervisor	1004	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>1</u>

D

Data Entry Operator	1005	GENERAL GOVERNMEN	303	\$31,439.77	\$39,299.71	\$50,303.64	<u>2</u>
Dep Dir of Plns Revw Bldg Insp	6097	GENERAL GOVERNMEN	324	\$87,590.03	\$109,487.54	\$140,144.05	<u>1</u>
Deputy Law Director	2079	GENERAL GOVERNMEN	327	\$101,396.41	\$126,745.51	\$162,234.25	<u>1</u>
Deputy to the Mayor	1001	GENERAL GOVERNMEN	327	\$101,396.41	\$126,745.51	\$162,234.25	<u>3</u>
Development Servs Coordinator	6026	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
Dir of Finance&Accountability	3095	GENERAL GOVERNMEN	329	\$111,789.54	\$139,736.92	\$178,863.27	<u>1</u>
Director of Human Resources	2029	GENERAL GOVERNMEN	329	\$111,789.54	\$139,736.92	\$178,863.27	<u>1</u>
Director Of Law	2080	GENERAL GOVERNMEN	331	\$123,247.97	\$154,059.95	\$197,196.75	<u>1</u>
Director of Public Service	2099	GENERAL GOVERNMEN	331	\$123,247.97	\$154,059.95	\$197,196.75	<u>1</u>
Domestic Violence Prgm Coord	9021	GENERAL GOVERNMEN	311	\$46,450.86	\$58,063.58	\$74,321.38	<u>1</u>
Domestic Violence Prgm Mgr	9022	GENERAL GOVERNMEN	313	\$51,212.07	\$64,015.09	\$81,939.32	<u>1</u>

E

Econ & Comm Dev Proj Manager	2194	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
Electrical Inspector	6030	GENERAL GOVERNMEN	311	\$46,450.86	\$58,063.58	\$74,321.38	<u>2</u>
Electrical Inspector, Sr	6084	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>2</u>
Electronic Evidence Coll Spec	9041	GENERAL GOVERNMEN	311	\$46,450.86	\$58,063.58	\$74,321.38	<u>2</u>
Emergency Mgmt Deputy Dir	9092	GENERAL GOVERNMEN	320	\$72,060.53	\$90,075.66	\$115,296.85	<u>1</u>
Emergency Mgmt Director	9090	GENERAL GOVERNMEN	325	\$91,969.53	\$114,961.91	\$147,151.25	<u>1</u>
Emergency Mgmt Oper Officer	9093	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>1</u>
Employee Ben and Risk Mgmt Dir	3039	GENERAL GOVERNMEN	325	\$91,969.53	\$114,961.91	\$147,151.25	<u>1</u>
Engineer Manager	5067	GENERAL GOVERNMEN	324	\$87,590.03	\$109,487.54	\$140,144.05	<u>4</u>
Engineering Deputy Director	5053	GENERAL GOVERNMEN	325	\$91,969.53	\$114,961.91	\$147,151.25	<u>1</u>
Engineering Director	5051	GENERAL GOVERNMEN	331	\$123,247.97	\$154,059.95	\$197,196.75	<u>1</u>
Engineering Planning Chief	5029	GENERAL GOVERNMEN	324	\$87,590.03	\$109,487.54	\$140,144.05	<u>1</u>
Enterprise Support Manager	2168	GENERAL GOVERNMEN	328	\$106,466.23	\$133,082.78	\$170,345.97	<u>1</u>
EO II - Front Loader Hi-Lift	7123	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>5</u>

Proposed Class List By Title

Knoxville, TN

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
EO II - Knuckleboom	7124	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>20</u>
EO II - Pothole Patcher	7126	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>4</u>
EO II - Right of Way Mower	7125	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>4</u>
EO II - Roll-Back Dump Truck	7127	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>4</u>
EO II - Slope Master	7129	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>2</u>
EO II - Sweeper	7130	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>2</u>
EO II - Tandem Dump Truck	7131	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>2</u>
EO III - Backhoe	7033	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>1</u>
EO III - Boom Mower	7040	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>7</u>
EO III - Concrete Truck	7034	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>2</u>
EO III - Demo Specialist	7028	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>2</u>
EO III - Garbage Truck	7036	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>3</u>
EO III - Mini Excavator	7007	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>3</u>
EO III - Multi Purpose Sweeper	7039	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>7</u>
EO III - Paving Machine	7009	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>1</u>
EO III - Road Grader	7038	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>2</u>
EO III - Sewer Truck	7041	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>2</u>
EO III - Transfer Station	7006	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>1</u>
EO III - Tree Truck	7132	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>1</u>
EO III - Triple Flail Mower	7121	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>1</u>
Equipment & Supply Clerk I	7095	GENERAL GOVERNMEN	304	\$33,011.76	\$41,264.70	\$52,818.82	<u>3</u>
Equipment & Supply Clerk II	7097	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>4</u>
Equipment Operator I	7025	GENERAL GOVERNMEN	304	\$33,011.76	\$41,264.70	\$52,818.82	<u>21</u>
Equipment Operator II	7026	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>4</u>
Equipment Technician I	7091	GENERAL GOVERNMEN	310	\$44,238.92	\$55,298.64	\$70,782.27	<u>8</u>
Equipment Technician, Sr	7094	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>1</u>
Evidence Technician	9037	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>1</u>
Executive Assistant	1040	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>12</u>
Executive Director - Planning	EXD	GENERAL GOVERNMEN	331	\$123,247.97	\$154,059.95	\$197,196.75	<u>1</u>

F

Facilities Services Asst Mngr	7162	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>1</u>
Facilities Services Manager	7161	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
Finance Deputy Director	3090	GENERAL GOVERNMEN	325	\$91,969.53	\$114,961.91	\$147,151.25	<u>1</u>
Financial Analyst I	3075	GENERAL GOVERNMEN	316	\$59,284.38	\$74,105.48	\$94,855.01	<u>3</u>

Proposed Class List By Title

Knoxville, TN

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Financial Analyst II	3076	GENERAL GOVERNMEN	318	\$65,361.03	\$81,701.28	\$104,577.65	<u>3</u>
Financial Analyst III	3077	GENERAL GOVERNMEN	321	\$75,663.56	\$94,579.45	\$121,061.70	<u>1</u>
Fire Apparatus Master Tech	7101	GENERAL GOVERNMEN	314	\$53,772.68	\$67,215.85	\$86,036.29	<u>1</u>
Fire Apparatus Tech. Leader	7103	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
Fire Apparatus Technician I	7099	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>1</u>
Fire Assistant Chief	8043	FIRE	117	\$77,464.98	\$93,732.63	\$116,228.47	<u>19</u>
Fire Chief	8050	FIRE	126	\$120,173.62	\$145,410.08	\$180,308.50	<u>1</u>
Fire Deputy Chief	8045	FIRE	120	\$89,675.41	\$108,507.24	\$134,548.98	<u>2</u>
Fire Officer	8041	FIRE	113	\$63,730.64	\$77,114.07	\$95,621.45	<u>101</u>
Fire Planning & Oper Manager	2040	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
Fire Recruit	9967	FIRE	103	\$39,125.08	\$47,341.35	\$58,703.27	<u>0</u>
Firearms Examiner Trainee	9088	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>1</u>
Firefighter	8035	FIRE	105	\$43,135.40	\$52,193.84	\$64,720.36	<u>28</u>
Fleet Administrative Manager	7175	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
Fleet Operations Manager	7070	GENERAL GOVERNMEN	320	\$72,060.53	\$90,075.66	\$115,296.85	<u>1</u>
Fleet Services Director	2018	GENERAL GOVERNMEN	325	\$91,969.53	\$114,961.91	\$147,151.25	<u>1</u>

G

Garage Service Coordinator	7071	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>1</u>
Garage Supervisor	7098	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
Geographic Info Analyst	5006	GENERAL GOVERNMEN	313	\$51,212.07	\$64,015.09	\$81,939.32	<u>2</u>
Geographic Info Coordinator	5007	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
GIS Analyst I	GIS1	GENERAL GOVERNMEN	313	\$51,212.07	\$64,015.09	\$81,939.32	<u>1</u>
GIS Analyst II	GIS2	GENERAL GOVERNMEN	314	\$53,772.68	\$67,215.85	\$86,036.29	<u>1</u>
Graphic Designer	2100	GENERAL GOVERNMEN	313	\$51,212.07	\$64,015.09	\$81,939.32	<u>1</u>

H

Hazardous Waste Technician	6021	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>1</u>
Hazardous Waste Technician, Sr	6022	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>1</u>
Help Desk Technician I	2059	GENERAL GOVERNMEN	307	\$38,215.24	\$47,769.05	\$61,144.38	<u>4</u>
Help Desk Technician, Sr	2061	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>1</u>
Homeless Program Coordinator	2195	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>2</u>
Horticulture Services Worker	4049	GENERAL GOVERNMEN	304	\$33,011.76	\$41,264.70	\$52,818.82	<u>6</u>
Housing Finance Supervisor	2212	GENERAL GOVERNMEN	314	\$53,772.68	\$67,215.85	\$86,036.29	<u>1</u>
Housing Manager	2200	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>

Proposed Class List By Title

Knoxville, TN

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Housing Rehabilitation Spec	2201	GENERAL GOVERNMEN	313	\$51,212.07	\$64,015.09	\$81,939.32	<u>3</u>
Human Resource Generalist	2032	GENERAL GOVERNMEN	314	\$53,772.68	\$67,215.85	\$86,036.29	<u>3</u>
Human Resource Specialist	2028	GENERAL GOVERNMEN	310	\$44,238.92	\$55,298.64	\$70,782.27	<u>2</u>
Human Resources Coordinator	2031	GENERAL GOVERNMEN	316	\$59,284.38	\$74,105.48	\$94,855.01	<u>1</u>

I

ICAC Elec Evid Coll Proc Spec	9009	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>2</u>
Information and Research Director	IRDIR	GENERAL GOVERNMEN	324	\$87,590.03	\$109,487.54	\$140,144.05	<u>1</u>
Information Processing Spec	2049	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>1</u>
Information Security Engineer	2163	GENERAL GOVERNMEN	324	\$87,590.03	\$109,487.54	\$140,144.05	<u>1</u>
Information Technology Dir	2070	GENERAL GOVERNMEN	331	\$123,247.97	\$154,059.95	\$197,196.75	<u>1</u>
Internal Auditor	3073	GENERAL GOVERNMEN	316	\$59,284.38	\$74,105.48	\$94,855.01	<u>1</u>
IT Inventory Specialist	2045	GENERAL GOVERNMEN	310	\$44,238.92	\$55,298.64	\$70,782.27	<u>1</u>

L

Legal Assistant I	2074	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>2</u>
Legal Assistant, Senior	2078	GENERAL GOVERNMEN	311	\$46,450.86	\$58,063.58	\$74,321.38	<u>1</u>
Legal Secretary I	1035	GENERAL GOVERNMEN	307	\$38,215.24	\$47,769.05	\$61,144.38	<u>1</u>
Licensed Electrician	7104	GENERAL GOVERNMEN	311	\$46,450.86	\$58,063.58	\$74,321.38	<u>1</u>
Loan Technician	2199	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>1</u>
Logistics and Supply Manager	7146	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>

M

Mail Clerk	7180	GENERAL GOVERNMEN	303	\$31,439.77	\$39,299.71	\$50,303.64	<u>1</u>
Mail Clerk, Senior	7181	GENERAL GOVERNMEN	304	\$33,011.76	\$41,264.70	\$52,818.82	<u>1</u>
Maintenance Crew Leader	9038	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>1</u>
Master Equipment Operator	7030	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>2</u>
Master Firefighter	8039	FIRE	109	\$52,431.35	\$63,441.94	\$78,668.00	<u>92</u>
Master Signal Repair Tech	5064	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>3</u>
Master Systems Analyst	2056	GENERAL GOVERNMEN	321	\$75,663.56	\$94,579.45	\$121,061.70	<u>2</u>
Master Systems Engineer	2058	GENERAL GOVERNMEN	322	\$79,446.73	\$99,308.42	\$127,114.78	<u>2</u>
MIS Project Manager	2067	GENERAL GOVERNMEN	324	\$87,590.03	\$109,487.54	\$140,144.05	<u>1</u>
Municipal Court Admin	2250	GENERAL GOVERNMEN	317	\$62,248.60	\$77,810.75	\$99,597.76	<u>1</u>

N

Proposed Class List By Title

Knoxville, TN

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
NCIC Operator	1078	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>9</u>
O							
Office Assistant I	1020	GENERAL GOVERNMEN	303	\$31,439.77	\$39,299.71	\$50,303.64	<u>1</u>
Office Assistant II	1022	GENERAL GOVERNMEN	304	\$33,011.76	\$41,264.70	\$52,818.82	<u>6</u>
Office Assistant III	1024	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>11</u>
Operations Director	OpsDir	GENERAL GOVERNMEN	320	\$72,060.53	\$90,075.66	\$115,296.85	<u>1</u>
Operations Supervisor	Supv	GENERAL GOVERNMEN	314	\$53,772.68	\$67,215.85	\$86,036.29	<u>11</u>
P							
PARC Executive Director	2037	GENERAL GOVERNMEN	324	\$87,590.03	\$109,487.54	\$140,144.05	<u>1</u>
Parks & Greenways Coordinator	4036	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
Parks & Rec Deputy Dir	4035	GENERAL GOVERNMEN	324	\$87,590.03	\$109,487.54	\$140,144.05	<u>1</u>
Parks & Rec Director	4028	GENERAL GOVERNMEN	326	\$96,568.01	\$120,710.01	\$154,508.81	<u>1</u>
Parks & Rec Facility Foreman	4011	GENERAL GOVERNMEN	308	\$40,126.00	\$50,157.50	\$64,201.60	<u>1</u>
Parks & Rec Maint Coord	4009	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>3</u>
Parks&Rec Maint Superintendent	4075	GENERAL GOVERNMEN	316	\$59,284.38	\$74,105.48	\$94,855.01	<u>1</u>
Pension Benefit Administrator	3037	GENERAL GOVERNMEN	313	\$51,212.07	\$64,015.09	\$81,939.32	<u>2</u>
Pension Board Accounting Mgr	3036	GENERAL GOVERNMEN	321	\$75,663.56	\$94,579.45	\$121,061.70	<u>1</u>
Pension Board Executive Dir	3100	GENERAL GOVERNMEN	331	\$123,247.97	\$154,059.95	\$197,196.75	<u>1</u>
Permit Technician	6028	GENERAL GOVERNMEN	304	\$33,011.76	\$41,264.70	\$52,818.82	<u>2</u>
Permit Technician, Sr	6027	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>1</u>
Planner	PL	GENERAL GOVERNMEN	313	\$51,212.07	\$64,015.09	\$81,939.32	<u>1</u>
Planning Services Manager	PLSVC	GENERAL GOVERNMEN	326	\$96,568.01	\$120,710.01	\$154,508.81	<u>1</u>
Plumb/Mech/Gas Insp Chief	6045	GENERAL GOVERNMEN	316	\$59,284.38	\$74,105.48	\$94,855.01	<u>1</u>
Plumbing/Mechanical Inspector	6081	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>3</u>
Police Cadet	9040	POLICE	201	\$31,573.53	\$42,940.00	\$47,234.00	<u>9</u>
Police Captain	9065	POLICE	221	\$94,159.18	\$113,932.60	\$141,276.42	<u>6</u>
Police Chief	9085	POLICE	227	\$126,182.30	\$152,680.58	\$189,323.92	<u>1</u>
Police Deputy Chief	9080	POLICE	224	\$109,001.02	\$131,891.23	\$163,545.13	<u>3</u>
Police Lieutenant	9060	POLICE	218	\$81,338.23	\$98,419.27	\$122,039.89	<u>29</u>
Police Officer	9045	POLICE	206	\$45,292.17	\$54,803.53	\$67,956.38	<u>88</u>
Police Officer I	9050	POLICE	208	\$49,934.62	\$60,420.89	\$74,921.91	<u>23</u>
Police Officer II	9051	POLICE	209	\$52,431.35	\$63,441.94	\$78,668.00	<u>9</u>
Police Officer III	9052	POLICE	211	\$57,805.57	\$69,944.73	\$86,731.47	<u>33</u>

Proposed Class List By Title

Knoxville, TN

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Police Officer IV	9053	POLICE	212	\$60,695.84	\$73,441.97	\$91,068.05	<u>136</u>
Police Officer Recruit	9046	POLICE	205	\$43,135.40	\$52,193.84	\$64,720.36	<u>2</u>
Police Planning & Grant Mgr	9032	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>2</u>
Police Sergeant	9048	POLICE	215	\$70,263.02	\$85,018.27	\$105,422.65	<u>50</u>
Police Technology Manager	5602	GENERAL GOVERNMEN	316	\$59,284.38	\$74,105.48	\$94,855.01	<u>1</u>
Principal Planner	PPL	GENERAL GOVERNMEN	320	\$72,060.53	\$90,075.66	\$115,296.85	<u>2</u>
Principal Secretary	1037	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>11</u>
Procurement Specialist	3057	GENERAL GOVERNMEN	314	\$53,772.68	\$67,215.85	\$86,036.29	<u>2</u>
Professional Civil Engineer	5027	GENERAL GOVERNMEN	318	\$65,361.03	\$81,701.28	\$104,577.65	<u>1</u>
Professional Stormwater Eng	5062	GENERAL GOVERNMEN	318	\$65,361.03	\$81,701.28	\$104,577.65	<u>5</u>
Professional Systems Analyst	2046	GENERAL GOVERNMEN	320	\$72,060.53	\$90,075.66	\$115,296.85	<u>2</u>
Professional Traffic Engineer	5052	GENERAL GOVERNMEN	318	\$65,361.03	\$81,701.28	\$104,577.65	<u>1</u>
PS Maintenance Coordinator	7032	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>1</u>
Pub Serv Construction Foreman	7031	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>4</u>
Public Affairs Specialist	2039	GENERAL GOVERNMEN	313	\$51,212.07	\$64,015.09	\$81,939.32	<u>1</u>
Public Serv Plann & Safety Mgr	2020	GENERAL GOVERNMEN	314	\$53,772.68	\$67,215.85	\$86,036.29	<u>1</u>
Public Service Area Manager I	7018	GENERAL GOVERNMEN	314	\$53,772.68	\$67,215.85	\$86,036.29	<u>3</u>
Public Service Area Manager II	7019	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
Public Service Construct Mgr	7120	GENERAL GOVERNMEN	316	\$59,284.38	\$74,105.48	\$94,855.01	<u>1</u>
Public Service Construct Wkr	7049	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>7</u>
Public Service Coordinator	7024	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>1</u>
Public Service Crew Leader	7045	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>6</u>
Public Service Deputy Director	2097	GENERAL GOVERNMEN	324	\$87,590.03	\$109,487.54	\$140,144.05	<u>1</u>
Public Service Foreman I	7020	GENERAL GOVERNMEN	310	\$44,238.92	\$55,298.64	\$70,782.27	<u>10</u>
Public Service Foreman II	7021	GENERAL GOVERNMEN	311	\$46,450.86	\$58,063.58	\$74,321.38	<u>8</u>
Public Service Worker I	7052	GENERAL GOVERNMEN	303	\$31,439.77	\$39,299.71	\$50,303.64	<u>38</u>
Public Service Worker II	7053	GENERAL GOVERNMEN	304	\$33,011.76	\$41,264.70	\$52,818.82	<u>11</u>
Purchasing Agent	3060	GENERAL GOVERNMEN	327	\$101,396.41	\$126,745.51	\$162,234.25	<u>1</u>

R

Real Estate Acquisition Agent	3081	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
Real Estate Manager	3080	GENERAL GOVERNMEN	318	\$65,361.03	\$81,701.28	\$104,577.65	<u>1</u>
Records Specialist	1076	GENERAL GOVERNMEN	304	\$33,011.76	\$41,264.70	\$52,818.82	<u>3</u>
Records Specialist, Sr	1077	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>2</u>
Recreation Specialist	4010	GENERAL GOVERNMEN	307	\$38,215.24	\$47,769.05	\$61,144.38	<u>19</u>

Proposed Class List By Title

Knoxville, TN

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Recreation Superintendent	4074	GENERAL GOVERNMEN	316	\$59,284.38	\$74,105.48	\$94,855.01	<u>1</u>
Recreation Supervisor	4081	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>3</u>
Revenue Administrator	3071	GENERAL GOVERNMEN	318	\$65,361.03	\$81,701.28	\$104,577.65	<u>1</u>
Revenue Specialist	3063	GENERAL GOVERNMEN	307	\$38,215.24	\$47,769.05	\$61,144.38	<u>2</u>
Revenue Technician	3066	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>7</u>
Risk Manager	2081	GENERAL GOVERNMEN	321	\$75,663.56	\$94,579.45	\$121,061.70	<u>1</u>
Risk/Benefits Analyst	2084	GENERAL GOVERNMEN	314	\$53,772.68	\$67,215.85	\$86,036.29	<u>1</u>
S							
Safety City Coordinator	1041	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>1</u>
Scheduling Manager	SchMgr	GENERAL GOVERNMEN	317	\$62,248.60	\$77,810.75	\$99,597.76	<u>1</u>
Semi-Truck Driver	7023	GENERAL GOVERNMEN	308	\$40,126.00	\$50,157.50	\$64,201.60	<u>2</u>
Senior Firefighter	8037	FIRE	107	\$47,556.78	\$57,543.71	\$71,354.20	<u>71</u>
Senior Planner	SPL	GENERAL GOVERNMEN	316	\$59,284.38	\$74,105.48	\$94,855.01	<u>6</u>
Service Writer	7086	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>3</u>
Sign & Marking Crew Leader	5030	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>3</u>
Sign & Marking Specialist	5032	GENERAL GOVERNMEN	308	\$40,126.00	\$50,157.50	\$64,201.60	<u>1</u>
Sign & Marking Supervisor	5033	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>1</u>
Sign & Markings Technician	5065	GENERAL GOVERNMEN	307	\$38,215.24	\$47,769.05	\$61,144.38	<u>5</u>
Signal Installer I	5036	GENERAL GOVERNMEN	308	\$40,126.00	\$50,157.50	\$64,201.60	<u>1</u>
Signal Installer, Senior	5042	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>1</u>
Signal Repair Tech	5038	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>2</u>
Skilled Trades Craftsworker	7051	GENERAL GOVERNMEN	308	\$40,126.00	\$50,157.50	\$64,201.60	<u>10</u>
Small Business Specialist	3064	GENERAL GOVERNMEN	307	\$38,215.24	\$47,769.05	\$61,144.38	<u>1</u>
Social Media Manager	2101	GENERAL GOVERNMEN	317	\$62,248.60	\$77,810.75	\$99,597.76	<u>1</u>
Solid Waste Manager	6017	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
Spec Mayoral Asst/Comm Rel Dir	2013	GENERAL GOVERNMEN	326	\$96,568.01	\$120,710.01	\$154,508.81	<u>1</u>
Special Assistant	2008	GENERAL GOVERNMEN	324	\$87,590.03	\$109,487.54	\$140,144.05	<u>10</u>
Special Events Deputy Director	2014	GENERAL GOVERNMEN	320	\$72,060.53	\$90,075.66	\$115,296.85	<u>1</u>
Special Events Director	2012	GENERAL GOVERNMEN	325	\$91,969.53	\$114,961.91	\$147,151.25	<u>1</u>
Sr Zoning/Codes Enfcmt Officer	6076	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>2</u>
Staff Attorney I	2077	GENERAL GOVERNMEN	322	\$79,446.73	\$99,308.42	\$127,114.78	<u>5</u>
Staff Attorney,Senior	2076	GENERAL GOVERNMEN	324	\$87,590.03	\$109,487.54	\$140,144.05	<u>1</u>
Stores System Clerk	7144	GENERAL GOVERNMEN	304	\$33,011.76	\$41,264.70	\$52,818.82	<u>1</u>
Stores System Manager	7145	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>1</u>

Proposed Class List By Title

Knoxville, TN

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Stormwater Eng Tech I	5056	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>3</u>
Stormwater Eng Tech II	5057	GENERAL GOVERNMEN	310	\$44,238.92	\$55,298.64	\$70,782.27	<u>4</u>
Stormwater Eng Tech III	5058	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>5</u>
Stormwater Engineer Manager	5003	GENERAL GOVERNMEN	321	\$75,663.56	\$94,579.45	\$121,061.70	<u>2</u>
Streetlight Systems Manager	5001	GENERAL GOVERNMEN	321	\$75,663.56	\$94,579.45	\$121,061.70	<u>1</u>
Surplus Property Manager	3053	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>1</u>
Survey Project Manager	5009	GENERAL GOVERNMEN	318	\$65,361.03	\$81,701.28	\$104,577.65	<u>2</u>
Systems Analyst I	2063	GENERAL GOVERNMEN	313	\$51,212.07	\$64,015.09	\$81,939.32	<u>1</u>
Systems Analyst, Sr	2065	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>2</u>
Systems Engineer	2052	GENERAL GOVERNMEN	316	\$59,284.38	\$74,105.48	\$94,855.01	<u>2</u>
Systems Engineer Sr	2051	GENERAL GOVERNMEN	320	\$72,060.53	\$90,075.66	\$115,296.85	<u>2</u>
T							
Technical Serv Administrator	5026	GENERAL GOVERNMEN	318	\$65,361.03	\$81,701.28	\$104,577.65	<u>1</u>
Technical Services Tech	1070	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>3</u>
Therapeutic Rec Specialist	4088	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>1</u>
Trades Craftworker	7050	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>12</u>
Traf Engineering Tech Proj Mgr	5012	GENERAL GOVERNMEN	314	\$53,772.68	\$67,215.85	\$86,036.29	<u>1</u>
Traffic Engineer	5047	GENERAL GOVERNMEN	316	\$59,284.38	\$74,105.48	\$94,855.01	<u>2</u>
Traffic Engineer Manager	5004	GENERAL GOVERNMEN	321	\$75,663.56	\$94,579.45	\$121,061.70	<u>2</u>
Traffic Engineering Chief	5048	GENERAL GOVERNMEN	324	\$87,590.03	\$109,487.54	\$140,144.05	<u>1</u>
Traffic Engineering Tech I	5043	GENERAL GOVERNMEN	307	\$38,215.24	\$47,769.05	\$61,144.38	<u>3</u>
Traffic Engineering Tech II	5022	GENERAL GOVERNMEN	312	\$48,773.41	\$60,966.76	\$78,037.45	<u>2</u>
Traffic Systems Supervisor	5041	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
Training Coordinator	2027	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>1</u>
Training Specialist	2041	GENERAL GOVERNMEN	309	\$42,132.30	\$52,665.38	\$67,411.68	<u>5</u>
Transportation Director	TRANSD	GENERAL GOVERNMEN	324	\$87,590.03	\$109,487.54	\$140,144.05	<u>1</u>
Transportation Officer I	9044	GENERAL GOVERNMEN	306	\$36,395.46	\$45,494.33	\$58,232.75	<u>1</u>
Transportation Officer, Sr	9043	GENERAL GOVERNMEN	307	\$38,215.24	\$47,769.05	\$61,144.38	<u>5</u>
Treasurer	3085	GENERAL GOVERNMEN	327	\$101,396.41	\$126,745.51	\$162,234.25	<u>1</u>
Tree Service Technician	4048	GENERAL GOVERNMEN	307	\$38,215.24	\$47,769.05	\$61,144.38	<u>1</u>
U							
Urban Forester	4037	GENERAL GOVERNMEN	316	\$59,284.38	\$74,105.48	\$94,855.01	<u>1</u>
Urban Forestry Service Worker	4038	GENERAL GOVERNMEN	304	\$33,011.76	\$41,264.70	\$52,818.82	<u>1</u>

Proposed Class List By Title

Knoxville, TN

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
V							
Vehicle Impoundment Assist I	7080	GENERAL GOVERNMEN	304	\$33,011.76	\$41,264.70	\$52,818.82	<u>6</u>
Vehicle Impoundment Asst II	7083	GENERAL GOVERNMEN	305	\$34,662.35	\$43,327.94	\$55,459.76	<u>2</u>
Vehicle Impoundment Supervisor	7081	GENERAL GOVERNMEN	310	\$44,238.92	\$55,298.64	\$70,782.27	<u>1</u>
Vehicle Shop Manager	7075	GENERAL GOVERNMEN	318	\$65,361.03	\$81,701.28	\$104,577.65	<u>2</u>
Victim Services Advocate	9027	GENERAL GOVERNMEN	308	\$40,126.00	\$50,157.50	\$64,201.60	<u>4</u>
W							
Warranty Administrator	2088	GENERAL GOVERNMEN	308	\$40,126.00	\$50,157.50	\$64,201.60	<u>1</u>
Waste Fac Asst/Scale Operator	7029	GENERAL GOVERNMEN	304	\$33,011.76	\$41,264.70	\$52,818.82	<u>1</u>
Waste Facility Foreman	6016	GENERAL GOVERNMEN	313	\$51,212.07	\$64,015.09	\$81,939.32	<u>1</u>
Waste Facility Manager	6015	GENERAL GOVERNMEN	315	\$56,461.31	\$70,576.64	\$90,338.10	<u>1</u>
Webmaster	2054	GENERAL GOVERNMEN	320	\$72,060.53	\$90,075.66	\$115,296.85	<u>1</u>
Z							
Zoning Chief	6082	GENERAL GOVERNMEN	316	\$59,284.38	\$74,105.48	\$94,855.01	<u>1</u>
Zoning Examiner	6079	GENERAL GOVERNMEN	310	\$44,238.92	\$55,298.64	\$70,782.27	<u>2</u>

326 Job Classes

SECTION 9.0
Classification Comparison List

Class Comparison List By Pay Plan Knoxville, TN

Proposed Pay Plan: GENERAL GOVERNMENT

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
303				\$31,440	\$39,300	\$50,304
	Data Entry Operator	Data Entry Operator		27,380	33,075	38,742
	Mail Clerk	Mail Clerk		27,380	33,075	38,742
	Office Assistant I	Office Assistant I		27,380	33,075	38,742
	Public Service Worker I	Public Service Worker I		25,501	29,964	34,426
304				\$33,012	\$41,265	\$52,819
	Customer Serv Representative	Customer Serv Representative		28,667	34,859	41,022
	Equipment & Supply Clerk I	Equipment & Supply Clerk I		28,667	34,859	41,022
	Equipment Operator I	Equipment Operator I		28,667	34,859	41,022
	Horticulture Services Worker	Horticulture Services Worker		28,667	34,859	41,022
	Mail Clerk, Senior	Mail Clerk Senior		28,667	34,859	41,022
	Office Assistant II	Office Assistant II		28,667	34,859	41,022
	Permit Technician	Permit Technician		28,667	34,859	41,022
	Public Service Worker II	Public Service Worker II		27,380	33,075	38,742
	Records Specialist	Records Specialist		28,667	34,859	41,022
	Stores System Clerk	Stores System Clerk		28,667	34,859	41,022
	Urban Forestry Service Worker	Urban Forestry Service Worker		28,667	34,859	41,022
	Vehicle Impoundment Assist I	Vehicle Impoundment Assist		28,667	34,859	41,022
	Waste Fac Asst/Scale Operator	Waste Fac Asst/Scale Operator		28,667	34,859	41,022
305				\$34,662	\$43,328	\$55,460
	Accounting Clerk, Sr	Accounting Clerk Sr		31,591	38,636	45,681
	Assistant Aquatics Specialist	Assistant Aquatics Specialist		31,591	38,636	45,681
	Assistant Rec Specialist	Assistant Rec Specialist		31,591	38,636	45,681
	Automotive Services Asst	Automotive Services Asst II		31,591	38,636	45,681
	City Court Assistant	City Court Assistant		31,591	38,636	45,681
	Community Development Tech	Community Development Techn		31,591	38,636	45,681
	Customer Service Rep, Sr	Customer Service Rep Sr		31,591	38,636	45,681
	EO II - Front Loader Hi-Lift	EO II - Front Loader Hi-Lift		31,591	38,636	45,681
	EO II - Knuckleboom	EO II - Knuckleboom		31,591	38,636	45,681
	EO II - Pothole Patcher	EO II - Pothole Patcher		31,591	38,636	45,681
	EO II - Right of Way Mower	EO II - Right of Way Mower		31,591	38,636	45,681
	EO II - Roll-Back Dump Truck	EO II - Roll-Back Dump Truck		31,591	38,636	45,681
	EO II - Slope Master	EO II - Slope Master		31,591	38,636	45,681
	EO II - Sweeper	EO II - Sweeper		31,591	38,636	45,681
	EO II - Tandem Dump Truck	EO II - Tandem Dump Truck		31,591	38,636	45,681
	Equipment & Supply Clerk II	Equipment & Supply Clerk III		34,918	42,983	51,049
	Equipment Operator II	Equipment Operator II		31,591	38,636	45,681

Class Comparison List By Pay Plan Knoxville, TN

Proposed Pay Plan: GENERAL GOVERNMENT

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
305				\$34,662	\$43,328	\$55,460
	Hazardous Waste Technician	Hazardous Waste Technician		31,591	38,636	45,681
	Information Processing Spec	Information Processing Spec		31,591	38,636	45,681
	Office Assistant III	Office Assistant III		31,591	38,636	45,681
	Permit Technician, Sr	Permit Technician Sr		31,591	38,636	45,681
	Public Service Construct Wkr	Public Service Construct Wkr		31,591	38,636	45,681
	Records Specialist, Sr	Records Specialist Sr		31,591	38,636	45,681
	Service Writer	Service Writer		31,591	38,636	45,681
	Trades Craftsworker	Trades Craftsworker		28,667	34,859	41,022
	Vehicle Impoundment Asst II	Vehicle Impoundment Asst II		31,591	38,636	45,681
306				\$36,395	\$45,494	\$58,233
	Animal Control Officer	Animal Control Officer		31,591	38,636	45,681
	City Court Assistant, Sr	City Court Assistant Sr		34,918	42,983	51,049
	EO III - Backhoe	EO III - Backhoe		34,918	42,983	51,049
	EO III - Boom Mower	EO III - Boom Mower		34,918	42,983	51,049
	EO III - Concrete Truck	EO III - Concrete Truck		34,918	42,983	51,049
	EO III - Demo Specialist	EO III - Demo Specialist		34,918	42,983	51,049
	EO III - Garbage Truck	EO III - Garbage Truck		34,918	42,983	51,049
	EO III - Mini Excavator	EO III - Mini Excavator		34,918	42,983	51,049
	EO III - Multi Purpose Sweeper	EO III - Multi Purpose Sweeper		34,918	42,983	51,049
	EO III - Paving Machine	EO III - Paving Machine		34,918	42,983	51,049
	EO III - Road Grader	EO III - Road Grader		34,918	42,983	51,049
	EO III - Sewer Truck	EO III - Sewer Truck		34,918	42,983	51,049
	EO III - Transfer Station	EO III - Transfer Station		34,918	42,983	51,049
	EO III - Tree Truck	EO III - Tree Truck		34,918	42,983	51,049
	EO III - Triple Flail Mower	EO III - Triple Flail Mower		34,918	42,983	51,049
	Hazardous Waste Technician, Sr	Hazardous Waste Technician Sr		34,918	42,983	51,049
	Loan Technician	Loan Technician		34,918	42,983	51,049
	NCIC Operator	NCIC Operator		31,591	38,636	45,681
	Parks & Rec Maint Coord	Athletic Officials Coordinator		38,738	47,996	57,216
	Parks & Rec Maint Coord	Parks & Rec Maint Coord		31,591	38,636	45,681
	Principal Secretary	Principal Secretary		34,918	42,983	51,049
	Public Service Crew Leader	Public Service Crew Leader		31,591	38,636	45,681
	Revenue Technician	Revenue Technician		31,591	38,636	45,681
	Technical Services Tech	Technical Services Tech		31,591	38,636	45,681
	Transportation Officer I	Transportation Officer		31,591	38,636	45,681
307				\$38,215	\$47,769	\$61,144

Class Comparison List By Pay Plan Knoxville, TN

Proposed Pay Plan: GENERAL GOVERNMENT

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
307				\$38,215	\$47,769	\$61,144
	Animal Control Officer, Sr	Animal Control Officer Sr		34,918	42,983	51,049
	Arts Specialist I	Arts Specialist		34,918	42,983	51,049
	Automotive Technician I	Automotive Technician I		34,918	42,983	51,049
	Civil Engineering Tech I	Civil Engineering Tech I		34,918	42,983	51,049
	Help Desk Technician I	Help Desk Technician		34,918	42,983	51,049
	Legal Secretary I	Legal Secretary		34,918	42,983	51,049
	Recreation Specialist	Recreation Specialist		34,918	42,983	51,049
	Revenue Specialist	Revenue Specialist		34,918	42,983	51,049
	Sign & Markings Technician	Sign & Markings Technician I		34,918	42,983	51,049
	Small Business Specialist	Small Business Specialist		34,918	42,983	51,049
	Traffic Engineering Tech I	Traffic Engineering Tech I		34,918	42,983	51,049
	Transportation Officer, Sr	Transportation Officer Sr		34,918	42,983	51,049
	Tree Service Technician	Tree Service Technician		34,918	42,983	51,049
308				\$40,126	\$50,158	\$64,202
	Arts Specialist, Senior	Arts Specialist, Senior		38,738	47,996	57,216
	Audio Video Technician	Audio Video Technician, Sr		38,738	47,996	57,216
	Bucket Truck Operator	Bucket Truck Operator		38,738	47,996	57,216
	City Court Clerk	City Court Clerk		38,738	47,996	57,216
	Parks & Rec Facility Foreman	Parks & Rec Facility Foreman		34,918	42,983	51,049
	Semi-Truck Driver	Semi-Truck Driver		34,918	42,983	51,049
	Sign & Marking Specialist	Sign & Marking Specialist Sr		34,918	42,983	51,049
	Signal Installer I	Signal Installer		31,591	38,636	45,681
	Skilled Trades Craftsworker	Skilled Trades Craftsworker		34,918	42,983	51,049
	Victim Services Advocate	Victim Services Advocate		34,918	42,983	51,049
	Warranty Administrator	Warranty Administrator		34,918	42,983	51,049
309				\$42,132	\$52,665	\$67,412
	Administrative Specialist	Administrative Assistant		38,738	47,996	57,216
	Administrative Specialist	Administrative Specialist		38,738	47,996	57,216
	Administrative Specialist	Administrative Technician		38,738	47,996	57,216
	Automotive Technician II	Automotive Technician II		38,738	47,996	57,216
	Capital Projects Technician	Capital Projects Technician		38,738	47,996	57,216
	Evidence Technician	Evidence Technician Sr		38,738	47,996	57,216
	Help Desk Technician, Sr	Help Desk Technician Sr		38,738	47,996	57,216
	ICAC Elec Evid Coll Proc Spec	ICAC Elec Evid Coll Proc Spec		38,738	47,996	57,216
	Legal Assistant I	Legal Assistant		38,738	47,996	57,216
	PS Maintenance Coordinator	PS MAINTENANCE COORDINATOR		38,738	47,996	57,216

Sunday, February 27, 2022

Class Comparison List By Pay Plan Knoxville, TN

Proposed Pay Plan: GENERAL GOVERNMENT

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
309				\$42,132	\$52,665	\$67,412
	Public Service Coordinator	Public Service Coordinator		38,738	47,996	57,216
	Safety City Coordinator	Safety City Coordinator		38,738	47,996	57,216
	Sign & Marking Crew Leader	Sign & Marking Crew Leader		38,738	47,996	57,216
	Signal Installer, Senior	Signal Installer Senior		34,918	42,983	51,049
	Signal Repair Tech	Signal Repair Tech		34,918	42,983	51,049
	Stores System Manager	Stores System Manager		38,738	47,996	57,216
	Stormwater Eng Tech I	Stormwater Eng Tech I		34,918	42,983	51,049
	Surplus Property Manager	Surplus Property Manager		38,738	47,996	57,216
	Therapeutic Rec Specialist	Therapeutic Rec Specialist, Sr		38,738	47,996	57,216
	Training Coordinator	Training Coordinator		38,738	47,996	57,216
	Training Specialist	Training Specialist		38,738	47,996	57,216
310				\$44,239	\$55,299	\$70,782
	Aquatics Specialist	Aquatics Specialist		38,738	47,996	57,216
	Arborist	Arborist		38,738	47,996	57,216
	Benefits Technician	Benefits Technician		38,738	47,996	57,216
	Claims Specialist	Claims Specialist		38,738	47,996	57,216
	Codes Enforcement Officer I	Codes Enforcement Officer		38,738	47,996	57,216
	Comm Dev Project Specialist I	Comm Dev Project Specialist		38,738	47,996	57,216
	Crime Scene Technician I	Crime Scene Technician		34,918	42,983	51,049
	Equipment Technician I	Equipment Technician I		38,738	47,996	57,216
	Human Resource Specialist	Human Resource Specialist		38,738	47,996	57,216
	IT Inventory Specialist	IT Inventory Specialist		38,738	47,996	57,216
	Public Service Foreman I	Public Service Foreman I		38,738	47,996	57,216
	Stormwater Eng Tech II	Stormwater Eng Tech II		38,738	47,996	57,216
	Vehicle Impoundment Supervisor	Vehicle Impoundment Supervisor		38,738	47,996	57,216
	Zoning Examiner	Zoning Examiner		38,738	47,996	57,216
311				\$46,451	\$58,064	\$74,321
	Animal Control Supervisor	Animal Control Supervisor		38,738	47,996	57,216
	Claims Coordinator	Claims Coordinator		45,232	56,359	67,486
	Crime Analyst	Crime Analyst		38,738	47,996	57,216
	Crime Scene Technician II	Crime Scene Technician II		45,232	56,359	67,486
	Domestic Violence Prgm Coord	Domestic Violence Prgm Coord		38,738	47,996	57,216
	Electrical Inspector	Electrical Inspector		38,738	47,996	57,216
	Electronic Evidence Coll Spec	Electronic Evidence Coll Spec		38,738	47,996	57,216
	Legal Assistant, Senior	Legal Assistant, Senior		45,232	56,359	67,486
	Licensed Electrician	Licensed Electrician		45,232	56,359	67,486

Class Comparison List By Pay Plan Knoxville, TN

Proposed Pay Plan: GENERAL GOVERNMENT

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
311				\$46,451	\$58,064	\$74,321
	Public Service Foreman II	Public Service Foreman II		45,232	56,359	67,486
312				\$48,773	\$60,967	\$78,037
	Administrative Supervisor	Administrative Supervisor		45,232	56,359	67,486
	Assistant City Recorder	Assistant City Recorder		45,232	56,359	67,486
	Athletics Coordinator	Athletics Coordinator		45,232	56,359	67,486
	Automotive Master Technician	Automotive Master Technician		45,232	56,359	67,486
	Automotive Technician Leader	Automotive Technician Leader		45,232	56,359	67,486
	Civil Engineering Tech II	Civil Engineering Tech III		45,232	56,359	67,486
	Codes Enforcement Officer Sr	Codes Enforcement Officer Sr		45,232	56,359	67,486
	Comm Dev Project Specialist, Sr	Comm Dev Project Specialist-Sr		45,232	56,359	67,486
	Crime Analyst, Sr	Crime Analyst Sr		45,232	56,359	67,486
	Customer Service Supervisor	Customer Service Supervisor		45,232	56,359	67,486
	Electrical Inspector, Sr	Electrical Inspector Sr		45,232	56,359	67,486
	Emergency Mgmt Oper Officer	Emergency Mgmt Oper Officer		45,232	56,359	67,486
	Equipment Technician, Sr	Equipment Technician Leader		48,262	60,521	72,780
	Executive Assistant	Executive Assistant		45,232	56,359	67,486
	Facilities Services Asst Mngr	Facilities Services Asst Mngr		45,232	56,359	67,486
	Fire Apparatus Technician I	Fire Apparatus Technician I		45,232	56,359	67,486
	Firearms Examiner Trainee	Firearms Examiner Trainee		45,232	56,359	67,486
	Garage Service Coordinator	Garage Service Coordinator		45,232	56,359	67,486
	Maintenance Crew Leader	Maintenance Crew Leader		45,232	56,359	67,486
	Master Equipment Operator	Master Equipment Operator		45,232	56,359	67,486
	Master Signal Repair Tech	Master Signal Repair Tech		45,232	56,359	67,486
	Plumbing/Mechanical Inspector	Plumbing/Mechanical Inspector		45,232	56,359	67,486
	Pub Serv Construction Foreman	Pub Serv Construction Foreman		45,232	56,359	67,486
	Recreation Supervisor	Recreation Supervisor		45,232	56,359	67,486
	Sign & Marking Supervisor	Sign & Marking Supervisor		45,232	56,359	67,486
	Sr Zoning/Codes Enfcmt Officer	Sr Zoning/Codes Enfcmt Officer		45,232	56,359	67,486
	Stormwater Eng Tech III	Stormwater Eng Tech III		45,232	56,359	67,486
	Traffic Engineering Tech II	Traffic Engineering Tech III		45,232	56,359	67,486
313				\$51,212	\$64,015	\$81,939
	Administrative Manager I	Administrative Manager I		48,262	60,521	72,780
	Civil Designer	Civil Designer		48,262	60,521	72,780
	Civil Engineer Tech Proj Mgr	Civil Engineer Tech Proj Mgr		48,262	60,521	72,780
	Combination Building Inspector I	Combination Building Inspector		48,262	60,521	72,780
	Domestic Violence Prgm Mgr	Domestic Violence Prgm Mgr		45,232	56,359	67,486

Class Comparison List By Pay Plan Knoxville, TN

Proposed Pay Plan: GENERAL GOVERNMENT

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
313				\$51,212	\$64,015	\$81,939
	Geographic Info Analyst	Geographic Info Analyst		45,232	56,359	67,486
	GIS Analyst I	GIS Analyst I		47,119	60,732	74,344
	Graphic Designer	Graphic Designer		45,232	56,359	67,486
	Housing Rehabilitation Spec	Housing Rehabilitation Spec Sr		45,232	56,359	67,486
	Pension Benefit Administrator	Pension Benefit Administrator		45,232	56,359	67,486
	Planner	Planner		42,931	56,543	70,155
	Public Affairs Specialist	Public Affairs Specialist-Sr		48,262	60,521	72,780
	Systems Analyst I	Systems Analyst		48,262	60,521	72,780
	Waste Facility Foreman	Waste Facility Foreman		45,232	56,359	67,486
314				\$53,773	\$67,216	\$86,036
	Benefits Coordinator	Benefits Coordinator		52,604	66,386	80,115
	Combo Bldg Inspec II	Experienced Combo Bldg Inspec		48,262	60,521	72,780
	Fire Apparatus Master Tech	Fire Apparatus Master Tech		52,604	66,386	80,115
	GIS Analyst II	GIS Analyst II		54,449	69,108	83,768
	Housing Finance Supervisor	Housing Finance Supervisor		48,262	60,521	72,780
	Human Resource Generalist	Human Resource Analyst		48,262	60,521	72,780
	Operations Supervisor	Supervisor		0	0	0
	Procurement Specialist	Procurement Specialist		45,232	56,359	67,486
	Public Serv Plann & Safety Mgr	Public Serv Plann & Safety Mgr		48,262	60,521	72,780
	Public Service Area Manager I	Public Service Area Manager I		48,262	60,521	72,780
	Risk/Benefits Analyst	Risk/Benefits Analyst		48,262	60,521	72,780
	Traf Engineering Tech Proj Mgr	Traf Engineering Tech Proj Mgr		48,262	60,521	72,780
315				\$56,461	\$70,577	\$90,338
	Administrative Manager II	Administrative Manager II		52,604	66,386	80,115
	Codes Enforcement Sect Mgr	Codes Enforcement Sect Mgr		52,604	66,386	80,115
	Construction Mgmt Supervisor	Construction Mgmt Supervisor		52,604	66,386	80,115
	Construction Project Mgr	Construction Project Mgr		52,604	66,386	80,115
	Development Servs Coordinator	Development Servs Coordinator		52,604	66,386	80,115
	Econ & Comm Dev Proj Manager	Econ & Comm Dev Proj Manager		52,604	66,386	80,115
	Facilities Services Manager	Facilities Services Manager		52,604	66,386	80,115
	Fire Apparatus Tech. Leader	Fire Apparatus Tech. Leader		52,604	66,386	80,115
	Fire Planning & Oper Manager	Fire Planning & Oper Manager		52,604	66,386	80,115
	Fleet Administrative Manager	Fleet Administrative Manager		52,604	66,386	80,115
	Garage Supervisor	Garage Supervisor		52,604	66,386	80,115
	Geographic Info Coordinator	Geographic Info Coordinator		52,604	66,386	80,115
	Homeless Program Coordinator	Homeless Program Coordinator		52,604	66,386	80,115

Class Comparison List By Pay Plan Knoxville, TN

Proposed Pay Plan: GENERAL GOVERNMENT

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
315				\$56,461	\$70,577	\$90,338
	Housing Manager	Housing Manager		52,604	66,386	80,115
	Logistics and Supply Manager	Logistics and Supply Manager		52,604	66,386	80,115
	Parks & Greenways Coordinator	Parks & Greenways Coordinator		52,604	66,386	80,115
	Police Planning & Grant Mgr	Police Planning & Grant Mgr		52,604	66,386	80,115
	Public Service Area Manager II	Public Service Area Manager II		52,604	66,386	80,115
	Real Estate Acquisition Agent	Real Estate Acquisition Agent		52,604	66,386	80,115
	Solid Waste Manager	Solid Waste Manager		52,604	66,386	80,115
	Systems Analyst, Sr	Systems Analyst Sr		52,604	66,386	80,115
	Traffic Systems Supervisor	Traffic Systems Supervisor		48,262	60,521	72,780
	Waste Facility Manager	Waste Facility Manager		48,262	60,521	72,780
316				\$59,284	\$74,105	\$94,855
	Financial Analyst I	Financial Analyst I		48,262	60,521	72,780
	Human Resources Coordinator	Human Resource Analyst Sr		52,604	66,386	80,115
	Internal Auditor	Internal Auditor		58,126	73,762	89,397
	Parks&Rec Maint Superintendent	Parks&Rec Maint Superintendent		52,604	66,386	80,115
	Plumb/Mech/Gas Insp Chief	Plumb/Mech/Gas Insp Chief		52,604	66,386	80,115
	Police Technology Manager	Police Technology Manager		52,604	66,386	80,115
	Public Service Construct Mgr	Public Service Construct Mgr		52,604	66,386	80,115
	Recreation Superintendent	Recreation Superintendent		52,604	66,386	80,115
	Senior Planner	Senior Planner		54,449	69,108	83,768
	Systems Engineer	Systems Engineer		52,604	66,386	80,115
	Traffic Engineer	Traffic Engineer		52,604	66,386	80,115
	Urban Forester	Urban Forester		52,604	66,386	80,115
	Zoning Chief	Zoning Chief		52,604	66,386	80,115
317				\$62,249	\$77,811	\$99,598
	ADA Coordinator	ADA Coordinator		58,126	73,762	89,397
	Building & Plans Review Chief	Building & Plans Review Chief		58,126	73,762	89,397
	City Recorder	City Recorder		58,126	73,762	89,397
	Comm Dev Administrator	Comm Dev Administrator		58,126	73,762	89,397
	Municipal Court Admin	Municipal Court Admin		58,126	73,762	89,397
	Scheduling Manager	Scheduling Manager		0	0	0
	Social Media Manager	Social Media Manager		58,126	73,762	89,397
318				\$65,361	\$81,701	\$104,578
	Assistant Comptroller			0	0	0
	Assistant Purchasing Agent	Assistant Purchasing Agent		52,604	66,386	80,115

Sunday, February 27, 2022

Class Comparison List By Pay Plan Knoxville, TN

Proposed Pay Plan: GENERAL GOVERNMENT

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
318				\$65,361	\$81,701	\$104,578
	Assistant Treasurer			0	0	0
	Contract Manager	Contract Manager		52,604	66,386	80,115
	Financial Analyst II	Financial Analyst II		52,604	66,386	80,115
	Professional Civil Engineer	Professional Civil Engineer		58,126	73,762	89,397
	Professional Stormwater Eng	Professional Stormwater Eng		58,126	73,762	89,397
	Professional Traffic Engineer	Professional Traffic Engineer		58,126	73,762	89,397
	Real Estate Manager	Real Estate Manager		58,126	73,762	89,397
	Revenue Administrator	Revenue Administrator		58,126	73,762	89,397
	Survey Project Manager	Survey Project Manager		58,126	73,762	89,397
	Technical Serv Administrator	Technical Serv Administrator		58,126	73,762	89,397
	Vehicle Shop Manager	Vehicle Shop Manager		58,126	73,762	89,397
320				\$72,061	\$90,076	\$115,297
	Benefits Manager	Benefits Manager		67,675	86,421	105,167
	Chief Professional Surveyor	Chief Professional Surveyor		67,675	86,421	105,167
	Emergency Mgmt Deputy Dir	Emergency Mgmt Deputy Dir		66,217	124,477	182,737
	Fleet Operations Manager	Fleet Operations Manager		67,675	86,421	105,167
	Operations Director	Operations Director		0	0	0
	Principal Planner	Principal Planner		62,826	77,485	92,144
	Professional Systems Analyst	Professional Systems Analyst		58,126	73,762	89,397
	Special Events Deputy Director	Special Events Deputy Director		66,217	124,477	182,737
	Systems Engineer Sr	Systems Engineer Sr		58,126	73,762	89,397
	Webmaster	Webmaster		58,126	73,762	89,397
321				\$75,664	\$94,579	\$121,062
	Civil Engineer Manager	Civil Engineer Manager		67,675	86,421	105,167
	Financial Analyst III	Financial Analyst III		58,126	73,762	89,397
	Master Systems Analyst	Master Systems Analyst		67,675	86,421	105,167
	Pension Board Accounting Mgr	Pension Board Accounting Mgr		67,675	86,421	105,167
	Risk Manager	Risk Manager		67,675	86,421	105,167
	Stormwater Engineer Manager	Stormwater Engineer Manager		67,675	86,421	105,167
	Streetlight Systems Manager	Streetlight Systems Manager		67,675	86,421	105,167
	Traffic Engineer Manager	Traffic Engineer Manager		67,675	86,421	105,167
322				\$79,447	\$99,308	\$127,115
	Master Systems Engineer	Master Systems Engineer		67,675	86,421	105,167
	Staff Attorney I	Staff Attorney		74,546	95,791	116,962
324				\$87,590	\$109,488	\$140,144

Class Comparison List By Pay Plan Knoxville, TN

Proposed Pay Plan: GENERAL GOVERNMENT

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
324				\$87,590	\$109,488	\$140,144
	Civil Engineer Chief	Civil Engineer Chief		74,546	95,791	116,962
	Dep Dir of Plns Revw Bldg Insp	Dep Dir of Plns Revw Bldg Insp		66,217	124,477	182,737
	Engineer Manager	Engineer Manager II		74,546	95,791	116,962
	Engineering Planning Chief	Engineering Planning Chief		74,546	95,791	116,962
	Information and Research Director	Information and Research Director		77,485	93,715	109,945
	Information Security Engineer	Information Security Engineer		74,546	95,791	116,962
	MIS Project Manager	Mis Project Manager		74,546	95,791	116,962
	PARC Executive Director	PARC Executive Director		66,217	124,477	182,737
	Parks & Rec Deputy Dir	Parks & Rec Deputy Dir		66,217	124,477	182,737
	Public Service Deputy Director	Public Service Deputy Director		66,217	124,477	182,737
	Special Assistant	Special Assistant		66,217	124,477	182,737
	Staff Attorney,Senior	Staff Attorney Senior		84,889	109,762	134,549
	Traffic Engineering Chief	Traffic Engineering Chief		74,546	95,791	116,962
	Transportation Director	Transportation Director		77,485	93,715	109,645
325				\$91,970	\$114,962	\$147,151
	Building Inspections Director	Building Inspections Director		66,217	124,477	182,737
	Civil Service Director	Civil Service Director		66,217	124,477	182,737
	Community Development Director	Community Development Director		66,217	124,477	182,737
	Emergency Mgmt Director	Emergency Mgmt Director		66,217	124,477	182,737
	Employee Ben and Risk Mgmt Dir	Employee Ben and Risk Mgmt Dir		66,217	124,477	182,737
	Engineering Deputy Director	Engineering Deputy Director		66,217	124,477	182,737
	Finance Deputy Director	Finance Deputy Director		66,217	124,477	182,737
	Fleet Services Director	Fleet Services Director		66,217	124,477	182,737
	Special Events Director	Special Events Director		66,217	124,477	182,737
326				\$96,568	\$120,710	\$154,509
	Parks & Rec Director	Parks & Rec Director		66,217	124,477	182,737
	Planning Services Manager	Planning Services Manager		93,715	109,945	114,623
	Spec Mayoral Asst/Comm Rel Dir	Spec Mayoral Asst/Comm Rel Dir		66,217	124,477	182,737
327				\$101,396	\$126,746	\$162,234
	Comptroller	Comptroller		74,546	95,791	116,962
	Deputy Law Director	Deputy Law Director		66,217	124,477	182,737
	Deputy to the Mayor	Deputy to the Mayor		66,217	124,477	182,737

Class Comparison List By Pay Plan Knoxville, TN

Proposed Pay Plan: GENERAL GOVERNMENT

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
327				\$101,396	\$126,746	\$162,234
	Purchasing Agent	Purchasing Agent		67,675	86,421	105,167
	Treasurer	Treasurer		74,546	95,791	116,962
328				\$106,466	\$133,083	\$170,346
	Applications Services Manager	Applications Services Manager		84,889	109,762	134,549
	Enterprise Support Manager	Enterprise Support Manager		84,889	109,762	134,549
329				\$111,790	\$139,737	\$178,863
	Dir of Finance&Accountability	Dir of Finance&Accountability		66,217	124,477	182,737
	Director of Human Resources	Director of Human Resources		66,217	124,477	182,737
331				\$123,248	\$154,060	\$197,197
	Director Of Law	Director Of Law		66,217	124,477	182,737
	Director of Public Service	Director of Public Service		66,217	124,477	182,737
	Engineering Director	Engineering Director		66,217	124,477	182,737
	Executive Director - Planning	Executive Director		0	0	0
	Information Technology Dir	Information Technology Dir		66,217	124,477	182,737
	Pension Board Executive Dir	Pension Board Executive Dir		66,217	124,477	182,737

**Class Comparison List By Pay Plan
Knoxville, TN**

Proposed Pay Plan: FIRE

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
103				\$39,125	\$47,341	\$58,703
Fire Recruit				0	0	0
105				\$43,135	\$52,194	\$64,720
Firefighter	Firefighter			38,389	45,107	51,825
107				\$47,557	\$57,544	\$71,354
Senior Firefighter	Senior Firefighter			42,919	50,430	57,941
109				\$52,431	\$63,442	\$78,668
Master Firefighter	Master Firefighter			47,419	55,717	64,015
113				\$63,731	\$77,114	\$95,621
Fire Officer	Fire Officer			57,167	68,029	78,890
117				\$77,465	\$93,733	\$116,228
Fire Assistant Chief	Fire Assistant Chief			68,074	82,029	95,984
120				\$89,675	\$108,507	\$134,549
Fire Deputy Chief	Fire Deputy Chief			80,283	98,748	117,213
126				\$120,174	\$145,410	\$180,309
Fire Chief	Fire Chief			66,217	124,477	182,737

Class Comparison List By Pay Plan Knoxville, TN

Proposed Pay Plan: POLICE

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
201				\$31,574	\$42,940	\$47,234
Police Cadet		Police Cadet		25,501	29,964	34,426
205				\$43,135	\$52,194	\$64,720
Police Officer Recruit		Police Officer Recruit		36,593	36,593	36,593
206				\$45,292	\$54,804	\$67,956
Police Officer		Police Officer		40,600	47,705	54,810
208				\$49,935	\$60,421	\$74,922
Police Officer I		Police Officer I		42,321	49,727	57,133
209				\$52,431	\$63,442	\$78,668
Police Officer II		Police Officer II		44,985	52,857	60,729
211				\$57,806	\$69,945	\$86,731
Criminal Investigator III		Criminal Investigator III		50,544	59,390	68,235
Police Officer III		Police Officer III		47,683	56,028	64,373
212				\$60,696	\$73,442	\$91,068
Police Officer IV		Police Officer IV		50,544	59,390	68,235
215				\$70,263	\$85,018	\$105,423
Police Sergeant		Police Sergeant		54,826	65,243	75,660
218				\$81,338	\$98,419	\$122,040
Police Lieutenant		Police Lieutenant		63,609	76,649	89,689
221				\$94,159	\$113,933	\$141,276
Police Captain		Police Captain		73,459	89,253	105,047
224				\$109,001	\$131,891	\$163,545
Police Deputy Chief		Police Deputy Chief		89,374	109,930	130,486
227				\$126,182	\$152,681	\$189,324
Police Chief		Police Chief		66,217	124,477	182,737

APPENDIX 1.0
Proposed Incentive Pay

Police Department

PROPOSED POLICE INCENTIVES (Paid as Annual Supplement)			
Type	Amount	Total Eligible Positions	Total Annual Cost
SOS	\$1,200	30	\$36,000
SOS COMMANDER	\$2,400	1	\$2,400
NEGOTIATOR	\$1,200	15	\$18,000
NEGOTIATOR COMMANDER	\$2,400	1	\$2,400
HONOR GUARD	\$600	15	\$9,000
HONOR GUARD COMMANDER	\$1,200	1	\$1,200
MOBILE FIELD FORCE	\$1,200	50	\$60,000
MFF COMMANDER	\$2,400	1	\$2,400
EOD	\$600	7	\$4,200
EOD COMMANDER	\$1,200	1	\$1,200
SEARCH AND RESCUE	\$600	30	\$18,000
SAR COMMANDER	\$1,200	1	\$1,200
K-9	\$1,200	14	\$16,800
K-9 COMMANDER	\$2,400	1	\$2,400
FIREARMS INSTRUCTOR	\$600	30	\$18,000
HEAD FIREARMS INSTRUCTOR	\$1,200	1	\$1,200
DRIVING INSTRUCTOR	\$600	15	\$9,000
HEAD DRIVING INSTRUCTOR	\$1,200	1	\$1,200
BILINGUAL	\$1,200	1	\$1,200
ADVANTANCED COMMAND	\$1,200	0	\$0
VIOLENT CRIMES	\$2,400	15	\$36,000
INTERNAL AFFAIRS	\$2,400	4	\$9,600
TRAFFIC RECONSTRUCTIONIST	\$1,200	20	\$24,000
TOTALS	\$31,800	255	\$275,400
			EXISTING INCENTIVE COSTS
			\$240,600
			DELTA FOR NEW INCENTIVES
			\$34,800

PROPOSED POLICE EDUCATION INCENTIVE PAY (One-Time Incentive Pay)	
Type	Incentive
Associate's Degree	\$1,000
Bachelor's Degree	\$2,500
Master's Degree	\$3,000

Fire Department

CURRENT FIRE INCENTIVES	
EMT: 123 @ \$950	\$116,850
AEMT: 157 @ \$1,300	\$204,100
PM: 46 @ \$2,100	\$96,600
Total Cost: (326)	\$417,550

PROPOSED FIRE INCENTIVES paid as annual supplement		DELTA INCREASE (Existing to New)
EMT: 123 @ \$950	\$116,850	\$0
AEMT: 157 @ \$2,250	\$353,250	\$149,150
PM: 46 @ \$5,250	\$241,500	\$144,900
Total	\$711,600	\$294,050

General Government

PROPOSED GENERAL GOVERNMENT EDUCATION INCENTIVE PAY (One-Time Incentive)	
Type	Incentive
Associate's Degree	\$1,000
Bachelor's Degree	\$2,500
Master's Degree	\$3,000

Paid upon completion of the degree. Degree CANNOT be a minimum requirement for the position. Must be relevant to the position as defined by the Director. Appeals can be made to the Human Resources Director.

APPENDIX 2.0
Benefits Review Summary

Benefits Survey Summary

Management Advisory Group International, Inc. conducted a benefits market analysis in addition to the compensation market analysis. A benefits analysis represents a snapshot of what is available at peer organizations and can provide the organization with an understanding of the total compensation (salary and benefits) offered by its peers.

It is important to realize that there are complexities involved with benefits programs not captured by a market survey alone. This information is a synopsis and not a line-by-line comparison since benefits can weigh differently depending on the significance to the organization.

The analysis below highlights aspects of the benefits survey that provide relevant information to assist Knoxville in maintaining a competitive total compensation program.

General Benefits

Benefits as a percentage of total compensation are an indicator that organizations use to assess how generous benefits are at individual organizations.

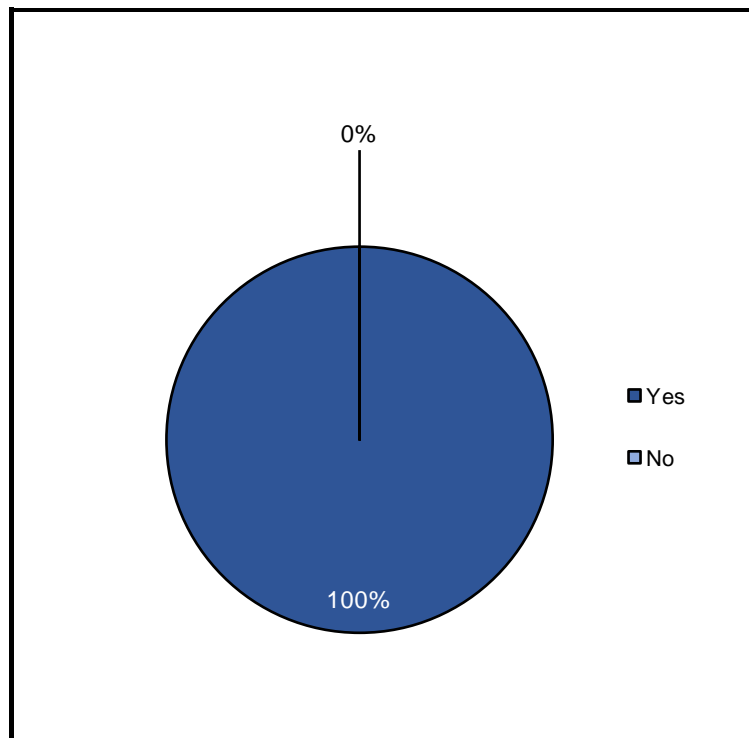
Benefits as a part of total compensation values over 30 percent is considered high. This number varies from low to high depending on the compensation philosophy adopted by an organization and the relative cost of health benefits. The benefits as percentage of total compensation for Knoxville is 19 percent.

Recommendation: The City of Knoxville is competitive with the market average. No changes are recommended.

Cafeteria Plan

Cafeteria Plans offer pre-tax benefits in which employees can pay their health premiums, retirement deposits, or other benefit options using non-taxed wages through their employer's section 125 reimbursement account. Knoxville offers a Cafeteria Plan which is consistent with the vast majority of respondents.

KNOXVILLE	YES
Yes	100%
No	0%

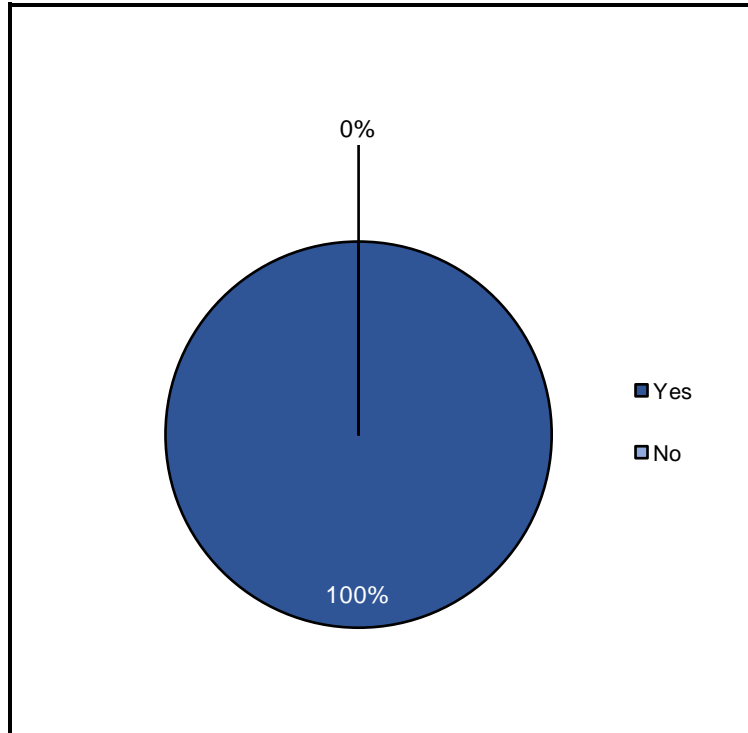


Recommendation: The provisions of Section 125 Cafeteria Plans are currently in flux to provide more flexibility for health spending arrangements (FSAs) as a result of unanticipated changes in expenses because of the 2019 Novel Coronavirus pandemic. MAG would not recommend any changes at this time until there is more certainty concerning the impact of COVID-19 on health care treatments and costs.

Tuition Reimbursement

All responding organizations offer a tuition assistance or reimbursement policy.

KNOXVILLE	YES
Yes	100%
No	0%

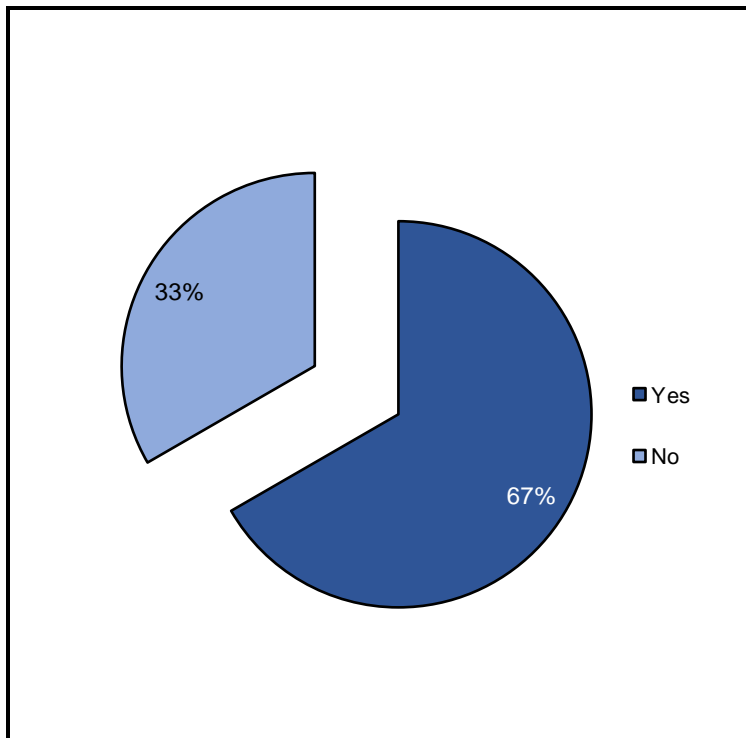


Recommendation: Knoxville's policy is consistent with the vast majority of respondents. No changes are recommended.

Incentive Pay

Two thirds of the responding organizations offer education or incentive pay personnel received additional compensation for degree obtainment.

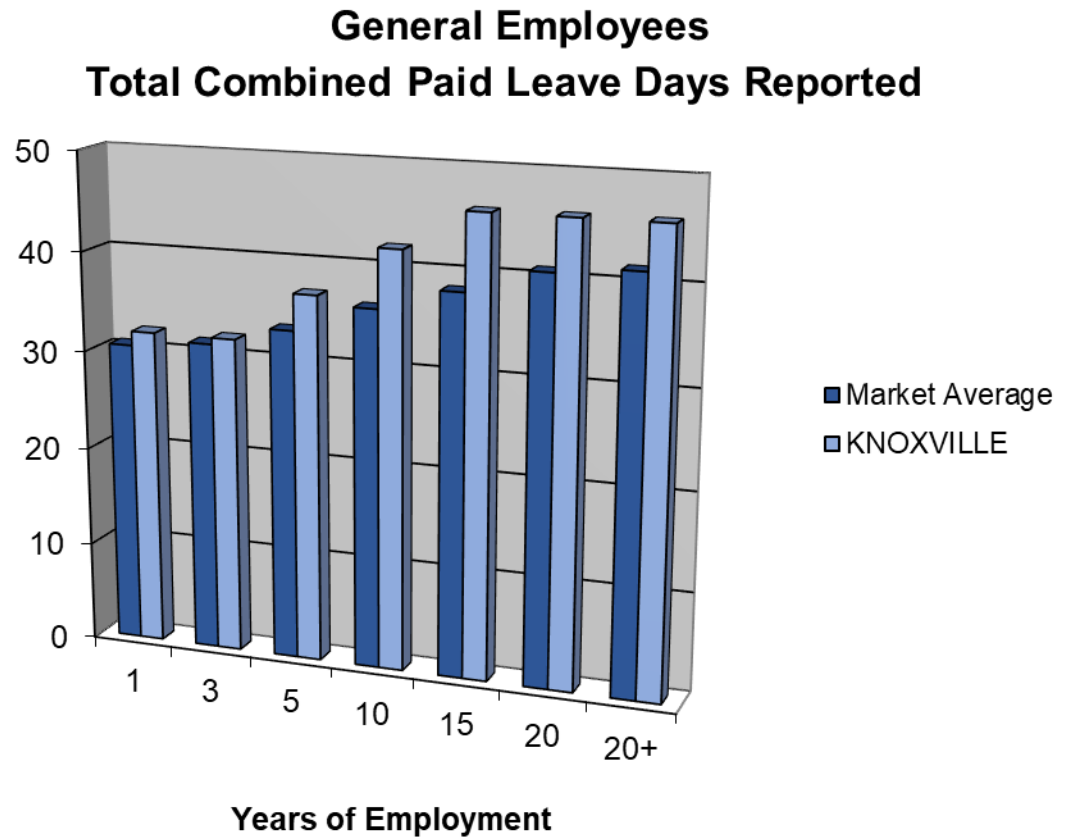
KNOXVILLE	YES
Yes	67%
No	33%



Recommendation: Knoxville provides education or incentive pay for degree obtainment which is consistent with the majority of respondents. No changes are recommended.

Leave

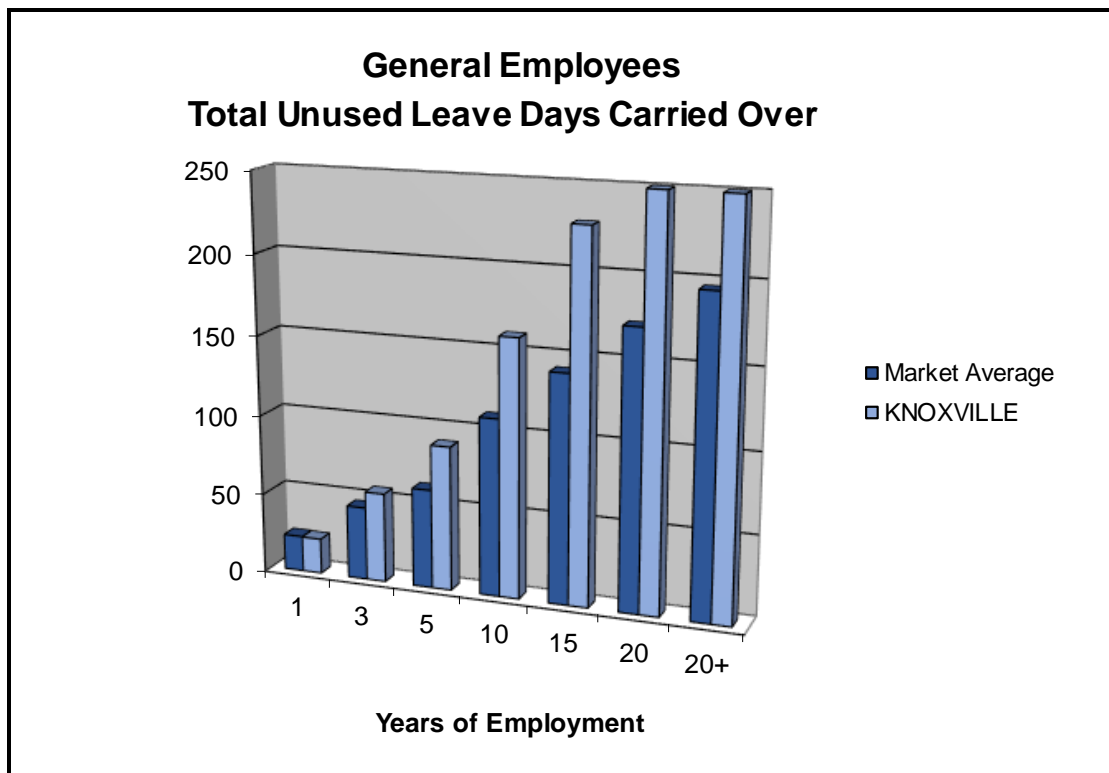
Sick Leave, Vacation Leave, PTO Leave, and Holiday Leave combine as total leave for survey respondents. Most organizations offer 12 days of annual sick leave. Annual leave ranges from 10 to 26 days depending on years of service.



Recommendation: Knoxville's total leave days are slightly higher than market respondents. No changes are recommended

Unused Leave Carryover

Sick Leave, Vacation Leave, and PTO Leave combine as total leave carried over to the next year for survey respondents. Numerous organizations offer unlimited carryover of annual sick leave which tends to inflate the overall total. Annual leave carryover ranges from 10 to 48 days depending on years of service. Knoxville's unused leave carryover policy is competitive with market responses. The City also offers unlimited carryover of annual sick leave.

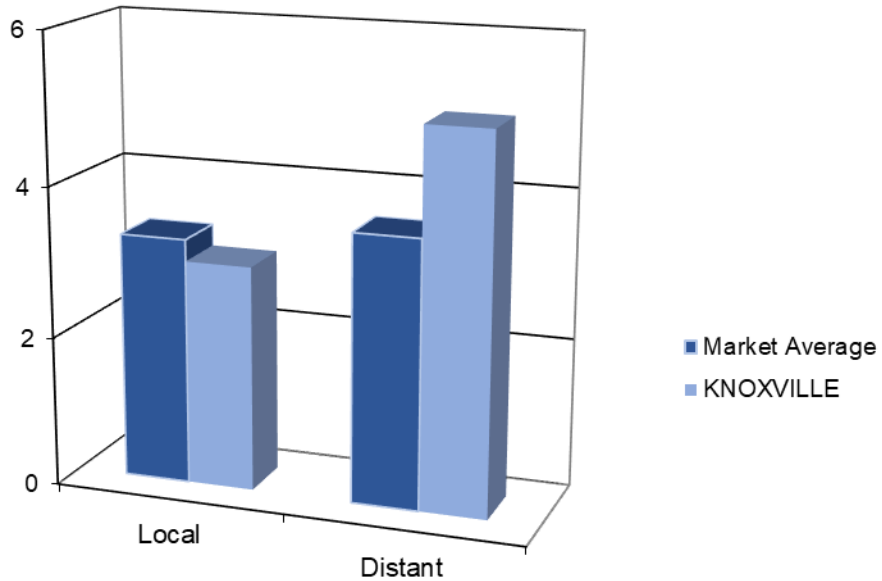


Recommendation: MAG, as a general policy, does not support the “carryover” of leave time beyond a very limited number of days and supported by valid and legitimate reasons that the leave could not be used within the stated period. “Carryover leave”, if left unchecked, can quickly become a significant unfunded liability.

Bereavement Leave

Bereavement Leave is typically divided into two categories – Local and Distant. Market respondents offer an average of 3 days for local and 4 days for distant Bereavement Leave. Six organizations offer the same amount regardless of distance traveled. Knoxville provides 3 days of bereavement leave for local and 5 days for distant travel.

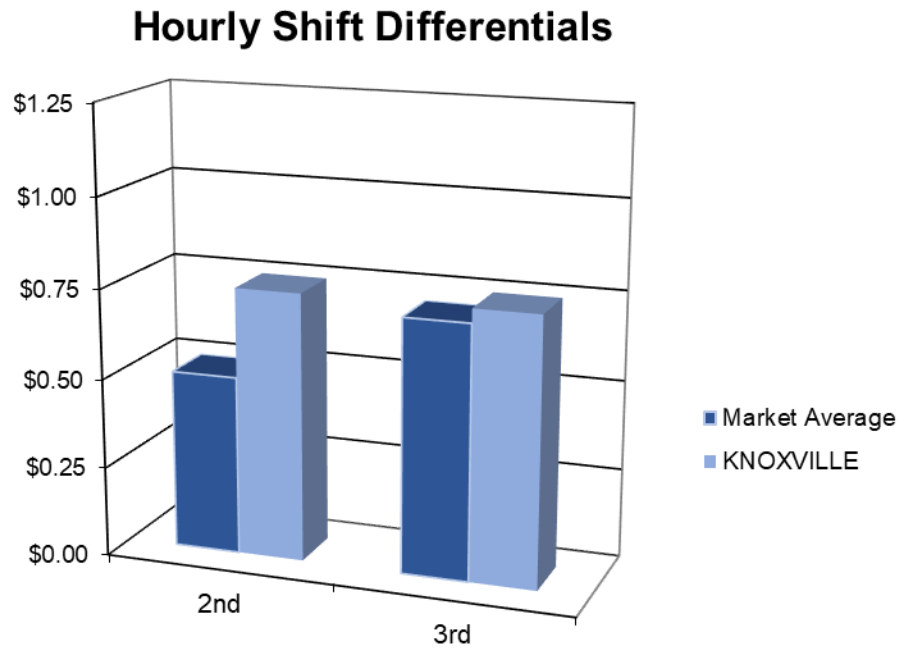
Bereavement Leave Days Allowed



Recommendation: No change in current policy.

Shift Differential

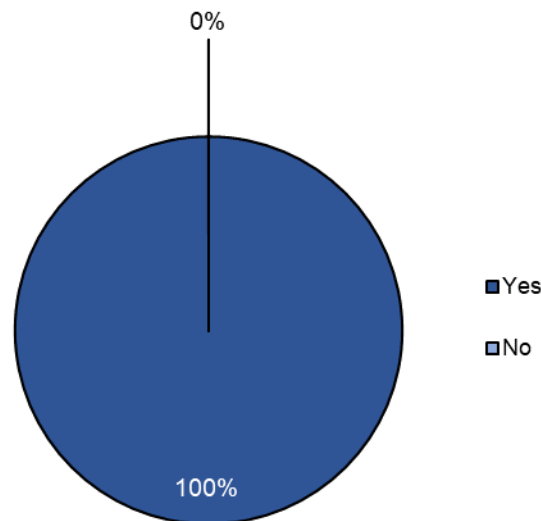
The average rate for organizations offering shift differentials is \$0.50 per hour for second shift and \$0.71 per hour for third shift. Knoxville offers shift differentials of \$0.75 per hour for both second and third shifts.



Recommendation: Knoxville's shift differential policy is consistent with the market average. No changes are recommended.

Standby and On-Call

All responding organizations have On-Call or Standby compensation status policies and require employees to remain available via cell phone. Knoxville also offers compensation and requires on-call or standby employees to remain available via cell phone.



Daily Standby or On-Call rate for one organization was \$10.00. Another organization paid an additional 2 hours at regular compensation rate.

Knoxville's daily rate varies according to the employees pay. Employees required to return to work shall receive a minimum of 3 hours for call back at the overtime rate. If call back time exceeds 3 hours, the employee shall be compensated for all additional hours worked on call back at time and a half.

An employee shall receive 16 hours of on-call pay per bi-weekly period. If the employee is not on-call for the entire bi-weekly period, the 16 hours shall be pro-rated. This pay does not count towards the time worked in a work period and is not calculated as overtime.

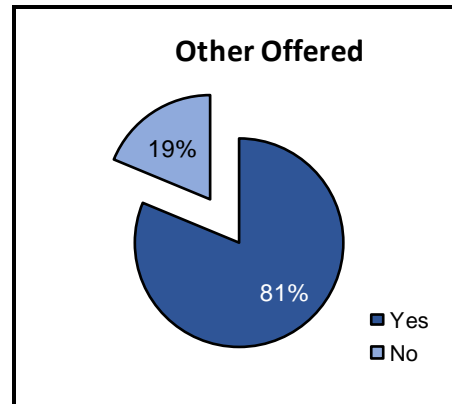
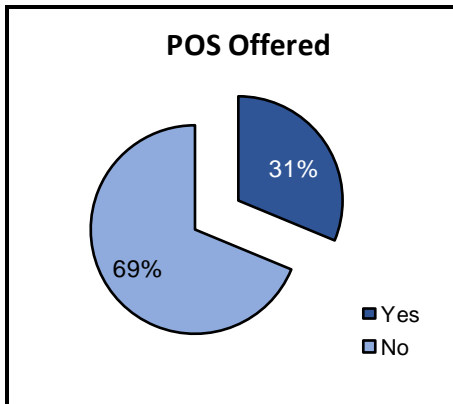
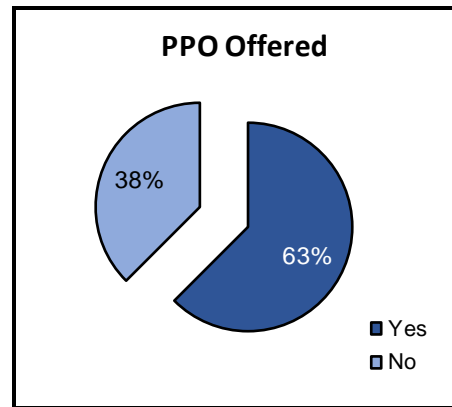
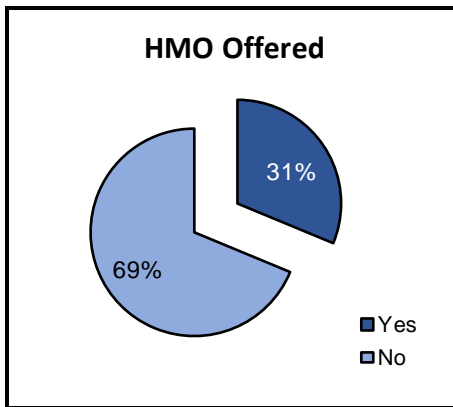
If the employee, while on-call, is called back in to work, the employee will be paid for hours worked at the appropriate rate of pay according to the FLSA. If an employee, while on-call, is called back in to work on Thanksgiving Day or Christmas Day, the employee shall receive a minimum of three hours at the holiday rate. Any additional hours worked that day will be paid at the holiday rate.

Recommendation: Knoxville's Standby and On-Call policy is consistent with the vast majority of market respondents. No changes are recommended.

Health Insurance

Market average annual premium amounts paid for single was \$6,287 in which the employer pays 89 percent of health insurance for other type of plans such as High Deductible Health Plans or HDHP. Respondents also offer HMO, PPO and POS plans to employees and dependents. Knoxville offers four plans including a Consumer Driven Health Plan or CDHP.

	HMO	PPO	POS	Other
KNOXVILLE	NO	NO	NO	YES
Yes	31%	63%	31%	81%
No	69%	38%	69%	19%



Health Insurance (continued)

Respondents pay an average of \$17,897 for family coverage by employees in which the employer paid 82 percent of health insurance other plans.

Knoxville covers 88 percent or \$5,856 of other health insurance plans for single coverage. Knoxville pays \$16,212 for family coverage in which the employer paid 81 percent of health insurance CDHP plans similar to market average for family health insurance plans.

Dental and Life

Four organizations pay an average of percent of dental premiums for single employee. Knoxville pays 65 percent of Dental premiums for single and 39 percent for family which is below market averages of 72 percent for single and 59 percent for family.

Twelve responding organizations pay 100 percent of Life Insurance. One organization pay 75 percent of Life Insurance premiums

Knoxville pays 100 percent of Life Insurance.

Disability and Cancer

Short-term disability and long-term disability, and cancer specialty insurance premiums average paid for single employees varied based on age and salary as a voluntary benefit at some organizations.

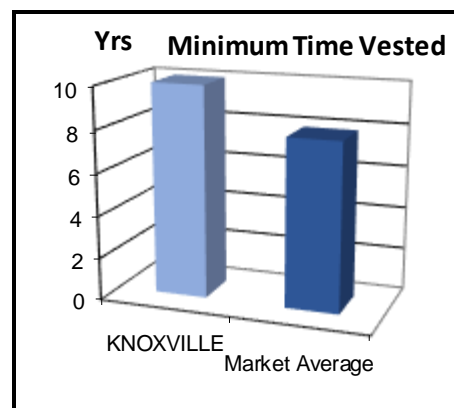
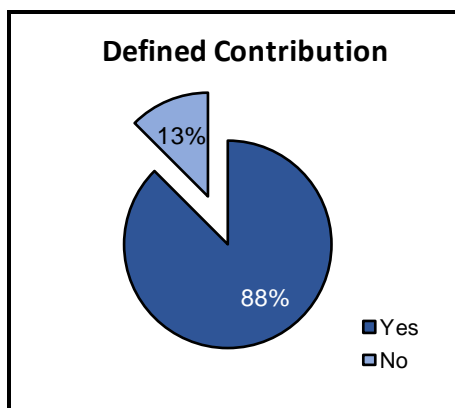
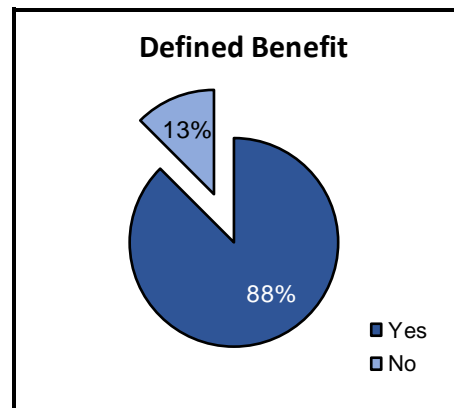
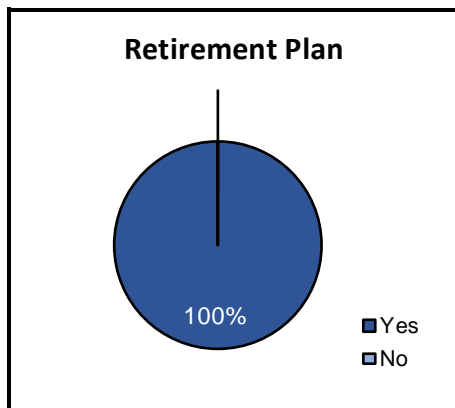
One organization pays 100 percent of Short-Term Disability Insurance, and seven organizations pay 100 percent of Long-Term Disability. Thirteen organizations offer Short-Term Disability Insurance at employee expense. Five organizations offer Long-Term Disability Insurance also at employee expense. Twelve organizations also offer Cancer Insurance at employee expense

Knoxville offers Short-Term Disability and Cancer Insurance at employee expense and Long-Term Disability Insurance at employer expense of 100 percent.

Retirement

Seven organizations offer a defined benefit plan, and seven organizations participate in a defined contribution plan. Four organizations have a matching benefit as part of their retirement plans. Knoxville offers a defined contribution plan and defined benefit plan, but does not offer a matching benefit.

	Retirement Plan	Defined Benefit	Defined Contribution
KNOXVILLE	YES	YES	YES
Yes	100%	88%	88%
No	0%	13%	13%



Minimum years of full vestment service in the retirement plan averages 8 years for respondents and 10 years for Knoxville.

Benefits Survey Conclusion

Some benefits can look substantially different than those offered by peers when single benefits are analyzed separately. Taken as a whole, the total benefits package appears to be in alignment with the market.

The City of Knoxville has competitive benefits plans in virtually every metric reviewed. This supports the City's goal to be an employer of choice.

APPENDIX 3.0
FLSA Recommendations

Proposed Class FLSA Recommendations List Knoxville, TN

Proposed Class Title	Code	Exempt	Occ Category	Proposed Grade	Proposed Pay Plan
Accounting Clerk, Sr	3021	<input type="checkbox"/>	Office Support	305	GENERAL GOVE
ADA Coordinator	2208	<input checked="" type="checkbox"/>	Professional/Administrative	317	GENERAL GOVE
Administrative Manager I	2010	<input checked="" type="checkbox"/>	Supervisory/Managerial	313	GENERAL GOVE
Administrative Manager II	2015	<input checked="" type="checkbox"/>	Supervisory/Managerial	315	GENERAL GOVE
Administrative Specialist	2000	<input type="checkbox"/>	Office Support	309	GENERAL GOVE
Administrative Supervisor	2001	<input type="checkbox"/>	Supervisory/Managerial	312	GENERAL GOVE
Animal Control Officer	9017	<input type="checkbox"/>	Protective	306	GENERAL GOVE
Animal Control Officer, Sr	9018	<input type="checkbox"/>	Protective	307	GENERAL GOVE
Animal Control Supervisor	9019	<input checked="" type="checkbox"/>	Supervisory/Managerial	311	GENERAL GOVE
Applications Services Manager	2164	<input checked="" type="checkbox"/>	Professional/Administrative	328	GENERAL GOVE
Aquatics Specialist	4021	<input type="checkbox"/>	Protective	310	GENERAL GOVE
Arborist	4047	<input type="checkbox"/>	Technical	310	GENERAL GOVE
Arts Specialist I	4086	<input type="checkbox"/>	Trades and Crafts	307	GENERAL GOVE
Arts Specialist, Senior	4092	<input type="checkbox"/>	Trades and Crafts	308	GENERAL GOVE
Assistant Aquatics Specialist	4080	<input type="checkbox"/>	Protective	305	GENERAL GOVE
Assistant City Recorder	1058	<input type="checkbox"/>	Technical	312	GENERAL GOVE
Assistant Comptroller	9965	<input checked="" type="checkbox"/>	Supervisory/Managerial	318	GENERAL GOVE
Assistant Purchasing Agent	3058	<input checked="" type="checkbox"/>	Supervisory/Managerial	318	GENERAL GOVE
Assistant Rec Specialist	4100	<input type="checkbox"/>	Protective	305	GENERAL GOVE
Assistant Treasurer	9966	<input checked="" type="checkbox"/>	Supervisory/Managerial	318	GENERAL GOVE
Athletics Coordinator	4025	<input checked="" type="checkbox"/>	Supervisory/Managerial	312	GENERAL GOVE
Audio Video Technician	5601	<input type="checkbox"/>	Technical	308	GENERAL GOVE
Automotive Master Technician	7089	<input type="checkbox"/>	Technical	312	GENERAL GOVE
Automotive Services Asst	7085	<input type="checkbox"/>	Technical	305	GENERAL GOVE
Automotive Technician I	7087	<input type="checkbox"/>	Technical	307	GENERAL GOVE
Automotive Technician II	7088	<input type="checkbox"/>	Technical	309	GENERAL GOVE
Automotive Technician Leader	7090	<input type="checkbox"/>	Trades and Crafts	312	GENERAL GOVE
Benefits Coordinator	2082	<input checked="" type="checkbox"/>	Technical	314	GENERAL GOVE
Benefits Manager	5156	<input checked="" type="checkbox"/>	Supervisory/Managerial	320	GENERAL GOVE
Benefits Technician	5157	<input type="checkbox"/>	Technical	310	GENERAL GOVE
Bucket Truck Operator	7044	<input type="checkbox"/>	Technical	308	GENERAL GOVE
Building & Plans Review Chief	6077	<input checked="" type="checkbox"/>	Supervisory/Managerial	317	GENERAL GOVE
Building Inspections Director	6096	<input checked="" type="checkbox"/>	Executive	325	GENERAL GOVE
Capital Projects Technician	2024	<input type="checkbox"/>	Technical	309	GENERAL GOVE
Chief Professional Surveyor	5014	<input checked="" type="checkbox"/>	Supervisory/Managerial	320	GENERAL GOVE
City Court Assistant	3013	<input type="checkbox"/>	Office Support	305	GENERAL GOVE
City Court Assistant, Sr	3012	<input type="checkbox"/>	Office Support	306	GENERAL GOVE
City Court Clerk	1057	<input type="checkbox"/>	Office Support	308	GENERAL GOVE
City Recorder	1056	<input checked="" type="checkbox"/>	Supervisory/Managerial	317	GENERAL GOVE
Civil Designer	5008	<input type="checkbox"/>	Technical	313	GENERAL GOVE
Civil Engineer Chief	5028	<input checked="" type="checkbox"/>	Supervisory/Managerial	324	GENERAL GOVE
Civil Engineer Manager	5002	<input checked="" type="checkbox"/>	Professional/Administrative	321	GENERAL GOVE
Civil Engineer Tech Proj Mgr	5011	<input type="checkbox"/>	Professional/Administrative	313	GENERAL GOVE
Civil Engineering Tech I	5018	<input type="checkbox"/>	Technical	307	GENERAL GOVE
Civil Engineering Tech II	5020	<input type="checkbox"/>	Technical	312	GENERAL GOVE
Civil Service Director	2025	<input checked="" type="checkbox"/>	Executive	325	GENERAL GOVE
Claims Coordinator	3042	<input type="checkbox"/>	Technical	311	GENERAL GOVE
Claims Specialist	3041	<input type="checkbox"/>	Technical	310	GENERAL GOVE
Codes Enforcement Officer I	2181	<input type="checkbox"/>	Protective	310	GENERAL GOVE

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Proposed Class FLSA Recommendations List Knoxville, TN

Proposed Class Title	Code	Exempt	Occ Category	Proposed Grade	Proposed Pay Plan
Codes Enforcement Officer Sr	2180	<input type="checkbox"/>	Protective	312	GENERAL GOVE
Codes Enforcement Sect Mgr	2210	<input checked="" type="checkbox"/>	Supervisory/Managerial	315	GENERAL GOVE
Combination Building Inspector I	6070	<input type="checkbox"/>	Technical	313	GENERAL GOVE
Combo Bldg Inspec II	6069	<input type="checkbox"/>	Technical	314	GENERAL GOVE
Comm Dev Administrator	2214	<input checked="" type="checkbox"/>	Professional/Administrative	317	GENERAL GOVE
Comm Dev Project Specialist I	2192	<input type="checkbox"/>	Technical	310	GENERAL GOVE
Comm Dev Project Specialist, Sr	2193	<input type="checkbox"/>	Technical	312	GENERAL GOVE
Community Development Director	2232	<input checked="" type="checkbox"/>	Executive	325	GENERAL GOVE
Community Development Tech	2189	<input type="checkbox"/>	Protective	305	GENERAL GOVE
Comptroller	3078	<input checked="" type="checkbox"/>	Professional/Administrative	327	GENERAL GOVE
Construction Mgmt Supervisor	2203	<input checked="" type="checkbox"/>	Supervisory/Managerial	315	GENERAL GOVE
Construction Project Mgr	2094	<input checked="" type="checkbox"/>	Supervisory/Managerial	315	GENERAL GOVE
Contract Manager	3069	<input checked="" type="checkbox"/>	Professional/Administrative	318	GENERAL GOVE
Crime Analyst	9020	<input type="checkbox"/>	Technical	311	GENERAL GOVE
Crime Analyst, Sr	9024	<input type="checkbox"/>	Technical	312	GENERAL GOVE
Crime Scene Technician I	9036	<input type="checkbox"/>	Technical	310	GENERAL GOVE
Crime Scene Technician II	9087	<input type="checkbox"/>	Technical	311	GENERAL GOVE
Criminal Investigator III	9058	<input type="checkbox"/>	Law Enforcement	211	POLICE
Customer Serv Representative	1002	<input type="checkbox"/>	Office Support	304	GENERAL GOVE
Customer Service Rep, Sr	1006	<input type="checkbox"/>	Office Support	305	GENERAL GOVE
Customer Service Supervisor	1004	<input checked="" type="checkbox"/>	Supervisory/Managerial	312	GENERAL GOVE
Data Entry Operator	1005	<input type="checkbox"/>	Office Support	303	GENERAL GOVE
Dep Dir of Plns Revw Bldg Insp	6097	<input checked="" type="checkbox"/>	Professional/Administrative	324	GENERAL GOVE
Deputy Law Director	2079	<input checked="" type="checkbox"/>	Professional/Administrative	327	GENERAL GOVE
Deputy to the Mayor	1001	<input checked="" type="checkbox"/>	Executive	327	GENERAL GOVE
Development Servs Coordinator	6026	<input checked="" type="checkbox"/>	Supervisory/Managerial	315	GENERAL GOVE
Dir of Finance&Accountability	3095	<input checked="" type="checkbox"/>	Executive	329	GENERAL GOVE
Director of Human Resources	2029	<input checked="" type="checkbox"/>	Executive	329	GENERAL GOVE
Director Of Law	2080	<input checked="" type="checkbox"/>	Executive	331	GENERAL GOVE
Director of Public Service	2099	<input checked="" type="checkbox"/>	Executive	331	GENERAL GOVE
Domestic Violence Prgm Coord	9021	<input type="checkbox"/>	Protective	311	GENERAL GOVE
Domestic Violence Prgm Mgr	9022	<input checked="" type="checkbox"/>	Professional/Administrative	313	GENERAL GOVE
Econ & Comm Dev Proj Manager	2194	<input checked="" type="checkbox"/>	Professional/Administrative	315	GENERAL GOVE
Electrical Inspector	6030	<input type="checkbox"/>	Technical	311	GENERAL GOVE
Electrical Inspector, Sr	6084	<input type="checkbox"/>	Technical	312	GENERAL GOVE
Electronic Evidence Coll Spec	9041	<input type="checkbox"/>	Protective	311	GENERAL GOVE
Emergency Mgmt Deputy Dir	9092	<input checked="" type="checkbox"/>	Professional/Administrative	320	GENERAL GOVE
Emergency Mgmt Director	9090	<input checked="" type="checkbox"/>	Executive	325	GENERAL GOVE
Emergency Mgmt Oper Officer	9093	<input type="checkbox"/>	Protective	312	GENERAL GOVE
Employee Ben and Risk Mgmt Dir	3039	<input checked="" type="checkbox"/>	Executive	325	GENERAL GOVE
Engineer Manager	5067	<input checked="" type="checkbox"/>	Supervisory/Managerial	324	GENERAL GOVE
Engineering Deputy Director	5053	<input checked="" type="checkbox"/>	Professional/Administrative	325	GENERAL GOVE
Engineering Director	5051	<input checked="" type="checkbox"/>	Executive	331	GENERAL GOVE
Engineering Planning Chief	5029	<input checked="" type="checkbox"/>	Supervisory/Managerial	324	GENERAL GOVE
Enterprise Support Manager	2168	<input checked="" type="checkbox"/>	Professional/Administrative	328	GENERAL GOVE
EO II - Front Loader Hi-Lift	7123	<input type="checkbox"/>	Technical	305	GENERAL GOVE
EO II - Knuckleboom	7124	<input type="checkbox"/>	Technical	305	GENERAL GOVE
EO II - Pothole Patcher	7126	<input type="checkbox"/>	Technical	305	GENERAL GOVE
EO II - Right of Way Mower	7125	<input type="checkbox"/>	Technical	305	GENERAL GOVE

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Proposed Class FLSA Recommendations List Knoxville, TN

Proposed Class Title	Code	Exempt	Occ Category	Proposed Grade	Proposed Pay Plan
EO II - Roll-Back Dump Truck	7127	<input type="checkbox"/>	Technical	305	GENERAL GOVE
EO II - Slope Master	7129	<input type="checkbox"/>	Technical	305	GENERAL GOVE
EO II - Sweeper	7130	<input type="checkbox"/>	Technical	305	GENERAL GOVE
EO II - Tandem Dump Truck	7131	<input type="checkbox"/>	Technical	305	GENERAL GOVE
EO III - Backhoe	7033	<input type="checkbox"/>	Technical	306	GENERAL GOVE
EO III - Boom Mower	7040	<input type="checkbox"/>	Technical	306	GENERAL GOVE
EO III - Concrete Truck	7034	<input type="checkbox"/>	Technical	306	GENERAL GOVE
EO III - Demo Specialist	7028	<input type="checkbox"/>	Technical	306	GENERAL GOVE
EO III - Garbage Truck	7036	<input type="checkbox"/>	Technical	306	GENERAL GOVE
EO III - Mini Excavator	7007	<input type="checkbox"/>	Technical	306	GENERAL GOVE
EO III - Multi Purpose Sweeper	7039	<input type="checkbox"/>	Technical	306	GENERAL GOVE
EO III - Paving Machine	7009	<input type="checkbox"/>	Technical	306	GENERAL GOVE
EO III - Road Grader	7038	<input type="checkbox"/>	Technical	306	GENERAL GOVE
EO III - Sewer Truck	7041	<input type="checkbox"/>	Technical	306	GENERAL GOVE
EO III - Transfer Station	7006	<input type="checkbox"/>	Technical	306	GENERAL GOVE
EO III - Tree Truck	7132	<input type="checkbox"/>	Technical	306	GENERAL GOVE
EO III - Triple Flail Mower	7121	<input type="checkbox"/>	Technical	306	GENERAL GOVE
Equipment & Supply Clerk I	7095	<input type="checkbox"/>	Office Support	304	GENERAL GOVE
Equipment & Supply Clerk II	7097	<input type="checkbox"/>	Office Support	305	GENERAL GOVE
Equipment Operator I	7025	<input type="checkbox"/>	Technical	304	GENERAL GOVE
Equipment Operator II	7026	<input type="checkbox"/>	Technical	305	GENERAL GOVE
Equipment Technician I	7091	<input type="checkbox"/>	Technical	310	GENERAL GOVE
Equipment Technician, Sr	7094	<input type="checkbox"/>	Technical	312	GENERAL GOVE
Evidence Technician	9037	<input type="checkbox"/>	Protective	309	GENERAL GOVE
Executive Assistant	1040	<input type="checkbox"/>	Office Support	312	GENERAL GOVE
Executive Director - Planning	EXD	<input checked="" type="checkbox"/>	Executive	331	GENERAL GOVE
Facilities Services Asst Mngr	7162	<input type="checkbox"/>	Supervisory/Managerial	312	GENERAL GOVE
Facilities Services Manager	7161	<input checked="" type="checkbox"/>	Supervisory/Managerial	315	GENERAL GOVE
Finance Deputy Director	3090	<input checked="" type="checkbox"/>	Professional/Administrative	325	GENERAL GOVE
Financial Analyst I	3075	<input checked="" type="checkbox"/>	Technical	316	GENERAL GOVE
Financial Analyst II	3076	<input checked="" type="checkbox"/>	Technical	318	GENERAL GOVE
Financial Analyst III	3077	<input checked="" type="checkbox"/>	Professional/Administrative	321	GENERAL GOVE
Fire Apparatus Master Tech	7101	<input type="checkbox"/>	Technical	314	GENERAL GOVE
Fire Apparatus Tech. Leader	7103	<input type="checkbox"/>	Trades and Crafts	315	GENERAL GOVE
Fire Apparatus Technician I	7099	<input type="checkbox"/>	Technical	312	GENERAL GOVE
Fire Assistant Chief	8043	<input checked="" type="checkbox"/>	Supervisory/Managerial	117	FIRE
Fire Chief	8050	<input checked="" type="checkbox"/>	Executive	126	FIRE
Fire Deputy Chief	8045	<input checked="" type="checkbox"/>	Professional/Administrative	120	FIRE
Fire Officer	8041	<input type="checkbox"/>	Supervisory/Managerial	113	FIRE
Fire Planning & Oper Manager	2040	<input checked="" type="checkbox"/>	Professional/Administrative	315	GENERAL GOVE
Fire Recruit	9967	<input type="checkbox"/>	Fire	103	FIRE
Firearms Examiner Trainee	9088	<input type="checkbox"/>	Protective	312	GENERAL GOVE
Firefighter	8035	<input type="checkbox"/>	Fire	105	FIRE
Fleet Administrative Manager	7175	<input checked="" type="checkbox"/>	Supervisory/Managerial	315	GENERAL GOVE
Fleet Operations Manager	7070	<input checked="" type="checkbox"/>	Supervisory/Managerial	320	GENERAL GOVE
Fleet Services Director	2018	<input checked="" type="checkbox"/>	Executive	325	GENERAL GOVE
Garage Service Coordinator	7071	<input type="checkbox"/>	Trades and Crafts	312	GENERAL GOVE
Garage Supervisor	7098	<input checked="" type="checkbox"/>	Supervisory/Managerial	315	GENERAL GOVE
Geographic Info Analyst	5006	<input type="checkbox"/>	Technical	313	GENERAL GOVE

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Proposed Class FLSA Recommendations List Knoxville, TN

Proposed Class Title	Code	Exempt	Occ Category	Proposed Grade	Proposed Pay Plan
Geographic Info Coordinator	5007	<input checked="" type="checkbox"/>	Technical	315	GENERAL GOVE
GIS Analyst I	GIS1	<input type="checkbox"/>	Technical	313	GENERAL GOVE
GIS Analyst II	GIS2	<input type="checkbox"/>	Technical	314	GENERAL GOVE
Graphic Designer	2100	<input type="checkbox"/>	Technical	313	GENERAL GOVE
Hazardous Waste Technician	6021	<input type="checkbox"/>	Protective	305	GENERAL GOVE
Hazardous Waste Technician, Sr	6022	<input type="checkbox"/>	Protective	306	GENERAL GOVE
Help Desk Technician I	2059	<input type="checkbox"/>	Technical	307	GENERAL GOVE
Help Desk Technician, Sr	2061	<input type="checkbox"/>	Technical	309	GENERAL GOVE
Homeless Program Coordinator	2195	<input checked="" type="checkbox"/>	Protective	315	GENERAL GOVE
Horticulture Services Worker	4049	<input type="checkbox"/>	Trades and Crafts	304	GENERAL GOVE
Housing Finance Supervisor	2212	<input checked="" type="checkbox"/>	Supervisory/Managerial	314	GENERAL GOVE
Housing Manager	2200	<input checked="" type="checkbox"/>	Professional/Administrative	315	GENERAL GOVE
Housing Rehabilitation Spec	2201	<input type="checkbox"/>	Technical	313	GENERAL GOVE
Human Resource Generalist	2032	<input checked="" type="checkbox"/>	Professional/Administrative	314	GENERAL GOVE
Human Resource Specialist	2028	<input type="checkbox"/>	Technical	310	GENERAL GOVE
Human Resources Coordinator	2031	<input checked="" type="checkbox"/>	Technical	316	GENERAL GOVE
ICAC Elec Evid Coll Proc Spec	9009	<input type="checkbox"/>	Protective	309	GENERAL GOVE
Information and Research Director	IRDIR	<input checked="" type="checkbox"/>	Executive	324	GENERAL GOVE
Information Processing Spec	2049	<input type="checkbox"/>	Office Support	305	GENERAL GOVE
Information Security Engineer	2163	<input checked="" type="checkbox"/>	Professional/Administrative	324	GENERAL GOVE
Information Technology Dir	2070	<input checked="" type="checkbox"/>	Executive	331	GENERAL GOVE
Internal Auditor	3073	<input checked="" type="checkbox"/>	Professional/Administrative	316	GENERAL GOVE
IT Inventory Specialist	2045	<input type="checkbox"/>	Technical	310	GENERAL GOVE
Legal Assistant I	2074	<input type="checkbox"/>	Technical	309	GENERAL GOVE
Legal Assistant, Senior	2078	<input type="checkbox"/>	Technical	311	GENERAL GOVE
Legal Secretary I	1035	<input type="checkbox"/>	Office Support	307	GENERAL GOVE
Licensed Electrician	7104	<input type="checkbox"/>	Trades and Crafts	311	GENERAL GOVE
Loan Technician	2199	<input type="checkbox"/>	Office Support	306	GENERAL GOVE
Logistics and Supply Manager	7146	<input checked="" type="checkbox"/>	Supervisory/Managerial	315	GENERAL GOVE
Mail Clerk	7180	<input type="checkbox"/>	Office Support	303	GENERAL GOVE
Mail Clerk, Senior	7181	<input type="checkbox"/>	Office Support	304	GENERAL GOVE
Maintenance Crew Leader	9038	<input type="checkbox"/>	Trades and Crafts	312	GENERAL GOVE
Master Equipment Operator	7030	<input type="checkbox"/>	Technical	312	GENERAL GOVE
Master Firefighter	8039	<input type="checkbox"/>	Fire	109	FIRE
Master Signal Repair Tech	5064	<input type="checkbox"/>	Technical	312	GENERAL GOVE
Master Systems Analyst	2056	<input checked="" type="checkbox"/>	Technical	321	GENERAL GOVE
Master Systems Engineer	2058	<input checked="" type="checkbox"/>	Professional/Administrative	322	GENERAL GOVE
MIS Project Manager	2067	<input checked="" type="checkbox"/>	Professional/Administrative	324	GENERAL GOVE
Municipal Court Admin	2250	<input checked="" type="checkbox"/>	Professional/Administrative	317	GENERAL GOVE
NCIC Operator	1078	<input type="checkbox"/>	Protective	306	GENERAL GOVE
Office Assistant I	1020	<input type="checkbox"/>	Office Support	303	GENERAL GOVE
Office Assistant II	1022	<input type="checkbox"/>	Office Support	304	GENERAL GOVE
Office Assistant III	1024	<input type="checkbox"/>	Office Support	305	GENERAL GOVE
Operations Director	OpsDir	<input checked="" type="checkbox"/>	Professional/Administrative	320	GENERAL GOVE
Operations Supervisor	Supv	<input checked="" type="checkbox"/>	Supervisory/Managerial	314	GENERAL GOVE
PARC Executive Director	2037	<input checked="" type="checkbox"/>	Executive	324	GENERAL GOVE
Parks & Greenways Coordinator	4036	<input type="checkbox"/>	Professional/Administrative	315	GENERAL GOVE
Parks & Rec Deputy Dir	4035	<input checked="" type="checkbox"/>	Professional/Administrative	324	GENERAL GOVE
Parks & Rec Director	4028	<input checked="" type="checkbox"/>	Executive	326	GENERAL GOVE

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Proposed Class FLSA Recommendations List

Knoxville, TN

Proposed Class Title	Code	Exempt	Occ Category	Proposed Grade	Proposed Pay Plan
Parks & Rec Facility Foreman	4011	<input type="checkbox"/>	Technical	308	GENERAL GOVE
Parks & Rec Maint Coord	4009	<input type="checkbox"/>	Trades and Crafts	306	GENERAL GOVE
Parks&Rec Maint Superintendent	4075	<input checked="" type="checkbox"/>	Supervisory/Managerial	316	GENERAL GOVE
Pension Benefit Administrator	3037	<input checked="" type="checkbox"/>	Professional/Administrative	313	GENERAL GOVE
Pension Board Accounting Mgr	3036	<input checked="" type="checkbox"/>	Professional/Administrative	321	GENERAL GOVE
Pension Board Executive Dir	3100	<input checked="" type="checkbox"/>	Executive	331	GENERAL GOVE
Permit Technician	6028	<input type="checkbox"/>	Technical	304	GENERAL GOVE
Permit Technician, Sr	6027	<input type="checkbox"/>	Technical	305	GENERAL GOVE
Planner	PL	<input type="checkbox"/>	Technical	313	GENERAL GOVE
Planning Services Manager	PLSVC	<input checked="" type="checkbox"/>	Professional/Administrative	326	GENERAL GOVE
Plumb/Mech/Gas Insp Chief	6045	<input checked="" type="checkbox"/>	Supervisory/Managerial	316	GENERAL GOVE
Plumbing/Mechanical Inspector	6081	<input type="checkbox"/>	Technical	312	GENERAL GOVE
Police Cadet	9040	<input type="checkbox"/>	Law Enforcement	201	POLICE
Police Captain	9065	<input checked="" type="checkbox"/>	Supervisory/Managerial	221	POLICE
Police Chief	9085	<input checked="" type="checkbox"/>	Executive	227	POLICE
Police Deputy Chief	9080	<input checked="" type="checkbox"/>	Professional/Administrative	224	POLICE
Police Lieutenant	9060	<input type="checkbox"/>	Law Enforcement	218	POLICE
Police Officer	9045	<input type="checkbox"/>	Law Enforcement	206	POLICE
Police Officer I	9050	<input type="checkbox"/>	Law Enforcement	208	POLICE
Police Officer II	9051	<input type="checkbox"/>	Law Enforcement	209	POLICE
Police Officer III	9052	<input type="checkbox"/>	Law Enforcement	211	POLICE
Police Officer IV	9053	<input type="checkbox"/>	Law Enforcement	212	POLICE
Police Officer Recruit	9046	<input type="checkbox"/>	Law Enforcement	205	POLICE
Police Planning & Grant Mgr	9032	<input checked="" type="checkbox"/>	Professional/Administrative	315	GENERAL GOVE
Police Sergeant	9048	<input type="checkbox"/>	Law Enforcement	215	POLICE
Police Technology Manager	5602	<input checked="" type="checkbox"/>	Supervisory/Managerial	316	GENERAL GOVE
Principal Planner	PPL	<input checked="" type="checkbox"/>	Professional/Administrative	320	GENERAL GOVE
Principal Secretary	1037	<input type="checkbox"/>	Office Support	306	GENERAL GOVE
Procurement Specialist	3057	<input type="checkbox"/>	Technical	314	GENERAL GOVE
Professional Civil Engineer	5027	<input checked="" type="checkbox"/>	Supervisory/Managerial	318	GENERAL GOVE
Professional Stormwater Eng	5062	<input checked="" type="checkbox"/>	Supervisory/Managerial	318	GENERAL GOVE
Professional Systems Analyst	2046	<input checked="" type="checkbox"/>	Technical	320	GENERAL GOVE
Professional Traffic Engineer	5052	<input checked="" type="checkbox"/>	Supervisory/Managerial	318	GENERAL GOVE
PS Maintenance Coordinator	7032	<input type="checkbox"/>	Technical	309	GENERAL GOVE
Pub Serv Construction Foreman	7031	<input type="checkbox"/>	Trades and Crafts	312	GENERAL GOVE
Public Affairs Specialist	2039	<input checked="" type="checkbox"/>	Professional/Administrative	313	GENERAL GOVE
Public Serv Plann & Safety Mgr	2020	<input type="checkbox"/>	Supervisory/Managerial	314	GENERAL GOVE
Public Service Area Manager I	7018	<input checked="" type="checkbox"/>	Supervisory/Managerial	314	GENERAL GOVE
Public Service Area Manager II	7019	<input checked="" type="checkbox"/>	Supervisory/Managerial	315	GENERAL GOVE
Public Service Construct Mgr	7120	<input checked="" type="checkbox"/>	Supervisory/Managerial	316	GENERAL GOVE
Public Service Construct Wkr	7049	<input type="checkbox"/>	Trades and Crafts	305	GENERAL GOVE
Public Service Coordinator	7024	<input type="checkbox"/>	Technical	309	GENERAL GOVE
Public Service Crew Leader	7045	<input type="checkbox"/>	Trades and Crafts	306	GENERAL GOVE
Public Service Deputy Director	2097	<input checked="" type="checkbox"/>	Professional/Administrative	324	GENERAL GOVE
Public Service Foreman I	7020	<input type="checkbox"/>	Trades and Crafts	310	GENERAL GOVE
Public Service Foreman II	7021	<input type="checkbox"/>	Trades and Crafts	311	GENERAL GOVE
Public Service Worker I	7052	<input type="checkbox"/>	Labor	303	GENERAL GOVE
Public Service Worker II	7053	<input type="checkbox"/>	Labor	304	GENERAL GOVE
Purchasing Agent	3060	<input checked="" type="checkbox"/>	Professional/Administrative	327	GENERAL GOVE

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Proposed Class FLSA Recommendations List

Knoxville, TN

Proposed Class Title	Code	Exempt	Occ Category	Proposed Grade	Proposed Pay Plan
Real Estate Acquisition Agent	3081	<input checked="" type="checkbox"/>	Professional/Administrative	315	GENERAL GOVE
Real Estate Manager	3080	<input checked="" type="checkbox"/>	Professional/Administrative	318	GENERAL GOVE
Records Specialist	1076	<input type="checkbox"/>	Office Support	304	GENERAL GOVE
Records Specialist, Sr	1077	<input type="checkbox"/>	Office Support	305	GENERAL GOVE
Recreation Specialist	4010	<input type="checkbox"/>	Technical	307	GENERAL GOVE
Recreation Superintendent	4074	<input checked="" type="checkbox"/>	Supervisory/Managerial	316	GENERAL GOVE
Recreation Supervisor	4081	<input type="checkbox"/>	Supervisory/Managerial	312	GENERAL GOVE
Revenue Administrator	3071	<input checked="" type="checkbox"/>	Professional/Administrative	318	GENERAL GOVE
Revenue Specialist	3063	<input type="checkbox"/>	Technical	307	GENERAL GOVE
Revenue Technician	3066	<input type="checkbox"/>	Office Support	306	GENERAL GOVE
Risk Manager	2081	<input checked="" type="checkbox"/>	Professional/Administrative	321	GENERAL GOVE
Risk/Benefits Analyst	2084	<input checked="" type="checkbox"/>	Technical	314	GENERAL GOVE
Safety City Coordinator	1041	<input type="checkbox"/>	Technical	309	GENERAL GOVE
Scheduling Manager	SchMgr	<input checked="" type="checkbox"/>	Supervisory/Managerial	317	GENERAL GOVE
Semi-Truck Driver	7023	<input type="checkbox"/>	Technical	308	GENERAL GOVE
Senior Firefighter	8037	<input type="checkbox"/>	Fire	107	FIRE
Senior Planner	SPL	<input checked="" type="checkbox"/>	Technical	316	GENERAL GOVE
Service Writer	7086	<input type="checkbox"/>	Technical	305	GENERAL GOVE
Sign & Marking Crew Leader	5030	<input type="checkbox"/>	Trades and Crafts	309	GENERAL GOVE
Sign & Marking Specialist	5032	<input type="checkbox"/>		308	GENERAL GOVE
Sign & Marking Supervisor	5033	<input checked="" type="checkbox"/>	Supervisory/Managerial	312	GENERAL GOVE
Sign & Markings Technician	5065	<input type="checkbox"/>	Technical	307	GENERAL GOVE
Signal Installer I	5036	<input type="checkbox"/>	Technical	308	GENERAL GOVE
Signal Installer, Senior	5042	<input type="checkbox"/>	Technical	309	GENERAL GOVE
Signal Repair Tech	5038	<input type="checkbox"/>	Technical	309	GENERAL GOVE
Skilled Trades Craftsworker	7051	<input type="checkbox"/>	Trades and Crafts	308	GENERAL GOVE
Small Business Specialist	3064	<input type="checkbox"/>	Technical	307	GENERAL GOVE
Social Media Manager	2101	<input checked="" type="checkbox"/>	Professional/Administrative	317	GENERAL GOVE
Solid Waste Manager	6017	<input checked="" type="checkbox"/>	Supervisory/Managerial	315	GENERAL GOVE
Spec Mayoral Asst/Comm Rel Dir	2013	<input checked="" type="checkbox"/>	Professional/Administrative	326	GENERAL GOVE
Special Assistant	2008	<input checked="" type="checkbox"/>	Professional/Administrative	324	GENERAL GOVE
Special Events Deputy Director	2014	<input checked="" type="checkbox"/>	Professional/Administrative	320	GENERAL GOVE
Special Events Director	2012	<input checked="" type="checkbox"/>	Professional/Administrative	325	GENERAL GOVE
Sr Zoning/Codes Enfcmnt Officer	6076	<input type="checkbox"/>	Protective	312	GENERAL GOVE
Staff Attorney I	2077	<input checked="" type="checkbox"/>	Professional/Administrative	322	GENERAL GOVE
Staff Attorney,Senior	2076	<input checked="" type="checkbox"/>	Professional/Administrative	324	GENERAL GOVE
Stores System Clerk	7144	<input type="checkbox"/>	Office Support	304	GENERAL GOVE
Stores System Manager	7145	<input type="checkbox"/>	Supervisory/Managerial	309	GENERAL GOVE
Stormwater Eng Tech I	5056	<input type="checkbox"/>	Technical	309	GENERAL GOVE
Stormwater Eng Tech II	5057	<input type="checkbox"/>	Technical	310	GENERAL GOVE
Stormwater Eng Tech III	5058	<input type="checkbox"/>	Technical	312	GENERAL GOVE
Stormwater Engineer Manager	5003	<input checked="" type="checkbox"/>	Professional/Administrative	321	GENERAL GOVE
Streetlight Systems Manager	5001	<input checked="" type="checkbox"/>	Professional/Administrative	321	GENERAL GOVE
Surplus Property Manager	3053	<input type="checkbox"/>	Supervisory/Managerial	309	GENERAL GOVE
Survey Project Manager	5009	<input checked="" type="checkbox"/>	Supervisory/Managerial	318	GENERAL GOVE
Systems Analyst I	2063	<input type="checkbox"/>	Technical	313	GENERAL GOVE
Systems Analyst, Sr	2065	<input type="checkbox"/>	Technical	315	GENERAL GOVE
Systems Engineer	2052	<input checked="" type="checkbox"/>	Technical	316	GENERAL GOVE
Systems Engineer Sr	2051	<input checked="" type="checkbox"/>	Technical	320	GENERAL GOVE

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Proposed Class FLSA Recommendations List Knoxville, TN

Proposed Class Title	Code	Exempt	Occ Category	Proposed Grade	Proposed Pay Plan
Technical Serv Administrator	5026	<input checked="" type="checkbox"/>	Supervisory/Managerial	318	GENERAL GOVE
Technical Services Tech	1070	<input type="checkbox"/>	Technical	306	GENERAL GOVE
Therapeutic Rec Specialist	4088	<input type="checkbox"/>	Protective	309	GENERAL GOVE
Trades Craftworker	7050	<input type="checkbox"/>	Trades and Crafts	305	GENERAL GOVE
Traf Engineering Tech Proj Mgr	5012	<input type="checkbox"/>	Professional/Administrative	314	GENERAL GOVE
Traffic Engineer	5047	<input checked="" type="checkbox"/>	Technical	316	GENERAL GOVE
Traffic Engineer Manager	5004	<input checked="" type="checkbox"/>	Professional/Administrative	321	GENERAL GOVE
Traffic Engineering Chief	5048	<input checked="" type="checkbox"/>	Supervisory/Managerial	324	GENERAL GOVE
Traffic Engineering Tech I	5043	<input type="checkbox"/>	Technical	307	GENERAL GOVE
Traffic Engineering Tech II	5022	<input type="checkbox"/>	Technical	312	GENERAL GOVE
Traffic Systems Supervisor	5041	<input type="checkbox"/>	Supervisory/Managerial	315	GENERAL GOVE
Training Coordinator	2027	<input type="checkbox"/>	Professional/Administrative	309	GENERAL GOVE
Training Specialist	2041	<input type="checkbox"/>	Technical	309	GENERAL GOVE
Transportation Director	TRANSDI	<input checked="" type="checkbox"/>	Executive	324	GENERAL GOVE
Transportation Officer I	9044	<input type="checkbox"/>	Protective	306	GENERAL GOVE
Transportation Officer, Sr	9043	<input type="checkbox"/>	Protective	307	GENERAL GOVE
Treasurer	3085	<input checked="" type="checkbox"/>	Professional/Administrative	327	GENERAL GOVE
Tree Service Technician	4048	<input type="checkbox"/>	Technical	307	GENERAL GOVE
Urban Forester	4037	<input checked="" type="checkbox"/>	Technical	316	GENERAL GOVE
Urban Forestry Service Worker	4038	<input type="checkbox"/>	Trades and Crafts	304	GENERAL GOVE
Vehicle Impoundment Assist I	7080	<input type="checkbox"/>	Protective	304	GENERAL GOVE
Vehicle Impoundment Asst II	7083	<input type="checkbox"/>	Protective	305	GENERAL GOVE
Vehicle Impoundment Supervisor	7081	<input type="checkbox"/>	Supervisory/Managerial	310	GENERAL GOVE
Vehicle Shop Manager	7075	<input checked="" type="checkbox"/>	Supervisory/Managerial	318	GENERAL GOVE
Victim Services Advocate	9027	<input type="checkbox"/>	Protective	308	GENERAL GOVE
Warranty Administrator	2088	<input type="checkbox"/>	Technical	308	GENERAL GOVE
Waste Fac Asst/Scale Operator	7029	<input type="checkbox"/>	Technical	304	GENERAL GOVE
Waste Facility Foreman	6016	<input type="checkbox"/>	Trades and Crafts	313	GENERAL GOVE
Waste Facility Manager	6015	<input checked="" type="checkbox"/>	Supervisory/Managerial	315	GENERAL GOVE
Webmaster	2054	<input checked="" type="checkbox"/>	Technical	320	GENERAL GOVE
Zoning Chief	6082	<input checked="" type="checkbox"/>	Supervisory/Managerial	316	GENERAL GOVE
Zoning Examiner	6079	<input type="checkbox"/>	Technical	310	GENERAL GOVE

APPENDIX 4.0
Occupational Groupings

Proposed Class List By Occupational Group

Knoxville, TN

Proposed Class Title	Code	#Pos	Pay Plan	Grade	Min	Mkt	Max
Executive							
Building Inspections Director	6096		1:ENERAL GOVERNMEN	325	\$91,970	\$114,962	\$147,151
Civil Service Director	2025		1:ENERAL GOVERNMEN	325	\$91,970	\$114,962	\$147,151
Community Development Director	2232		1:ENERAL GOVERNMEN	325	\$91,970	\$114,962	\$147,151
Deputy to the Mayor	1001		3:ENERAL GOVERNMEN	327	\$101,396	\$126,746	\$162,234
Dir of Finance&Accountability	3095		1:ENERAL GOVERNMEN	329	\$111,790	\$139,737	\$178,863
Director of Human Resources	2029		1:ENERAL GOVERNMEN	329	\$111,790	\$139,737	\$178,863
Director Of Law	2080		1:ENERAL GOVERNMEN	331	\$123,248	\$154,060	\$197,197
Director of Public Service	2099		1:ENERAL GOVERNMEN	331	\$123,248	\$154,060	\$197,197
Emergency Mgmt Director	9090		1:ENERAL GOVERNMEN	325	\$91,970	\$114,962	\$147,151
Employee Ben and Risk Mgmt Dir	3039		1:ENERAL GOVERNMEN	325	\$91,970	\$114,962	\$147,151
Engineering Director	5051		1:ENERAL GOVERNMEN	331	\$123,248	\$154,060	\$197,197
Executive Director - Planning	EXD		1:ENERAL GOVERNMEN	331	\$123,248	\$154,060	\$197,197
Fire Chief	8050	1	FIRE	126	\$120,174	\$145,410	\$180,309
Fleet Services Director	2018		1:ENERAL GOVERNMEN	325	\$91,970	\$114,962	\$147,151
Information and Research Director	IRDIR		1:ENERAL GOVERNMEN	324	\$87,590	\$109,488	\$140,144
Information Technology Dir	2070		1:ENERAL GOVERNMEN	331	\$123,248	\$154,060	\$197,197
PARC Executive Director	2037		1:ENERAL GOVERNMEN	324	\$87,590	\$109,488	\$140,144
Parks & Rec Director	4028		1:ENERAL GOVERNMEN	326	\$96,568	\$120,710	\$154,509
Pension Board Executive Dir	3100		1:ENERAL GOVERNMEN	331	\$123,248	\$154,060	\$197,197
Police Chief	9085	1	POLICE	226	\$120,174	\$145,410	\$180,309
Transportation Director	TRANSD		1:ENERAL GOVERNMEN	324	\$87,590	\$109,488	\$140,144
21 Job Class Titles in Executive							
Fire							
Fire Recruit	9967	0	FIRE	103	\$39,125	\$47,341	\$58,703
Firefighter	8035	28	FIRE	105	\$43,135	\$52,194	\$64,720
Master Firefighter	8039	92	FIRE	109	\$52,431	\$63,442	\$78,668
Senior Firefighter	8037	71	FIRE	107	\$47,557	\$57,544	\$71,354
4 Job Class Titles in Fire							
Labor							
Public Service Worker I	7052	38	ENERAL GOVERNMEN	303	\$31,440	\$39,300	\$50,304
Public Service Worker II	7053	11	ENERAL GOVERNMEN	304	\$33,012	\$41,265	\$52,819
2 Job Class Titles in Labor							
Law Enforcement							
Criminal Investigator III	9058	1	POLICE	211	\$57,806	\$69,945	\$86,731
Police Cadet	9040	9	POLICE	202	\$37,262	\$45,087	\$55,908
Police Lieutenant	9060	29	POLICE	215	\$70,263	\$85,018	\$105,423
Police Officer	9045	88	POLICE	206	\$45,292	\$54,804	\$67,956
Police Officer I	9050	23	POLICE	208	\$49,935	\$60,421	\$74,922
Police Officer II	9051	9	POLICE	209	\$52,431	\$63,442	\$78,668
Police Officer III	9052	33	POLICE	210	\$55,053	\$66,614	\$82,601
Police Officer IV	9053	136	POLICE	211	\$57,806	\$69,945	\$86,731
Police Officer Recruit	9046	2	POLICE	205	\$43,135	\$52,194	\$64,720
Police Sergeant	9048	50	POLICE	213	\$63,731	\$77,114	\$95,621
10 Job Class Titles in Law Enforcement							
Office Support							
Accounting Clerk, Sr	3021		5:ENERAL GOVERNMEN	305	\$34,662	\$43,328	\$55,460

Proposed Class List By Occupational Group

Knoxville, TN

Proposed Class Title	Code	#Pos	Pay Plan	Grade	Min	Mkt	Max
Office Support							
Administrative Specialist	2000	23	GENERAL GOVERNMENT	309	\$42,132	\$52,665	\$67,412
City Court Assistant	3013	4	GENERAL GOVERNMENT	305	\$34,662	\$43,328	\$55,460
City Court Assistant, Sr	3012	1	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
City Court Clerk	1057	1	GENERAL GOVERNMENT	308	\$40,126	\$50,158	\$64,202
Customer Serv Representative	1002	2	GENERAL GOVERNMENT	304	\$33,012	\$41,265	\$52,819
Customer Service Rep, Sr	1006	2	GENERAL GOVERNMENT	305	\$34,662	\$43,328	\$55,460
Data Entry Operator	1005	2	GENERAL GOVERNMENT	303	\$31,440	\$39,300	\$50,304
Equipment & Supply Clerk I	7095	3	GENERAL GOVERNMENT	304	\$33,012	\$41,265	\$52,819
Equipment & Supply Clerk II	7097	4	GENERAL GOVERNMENT	305	\$34,662	\$43,328	\$55,460
Executive Assistant	1040	12	GENERAL GOVERNMENT	312	\$48,773	\$60,967	\$78,037
Information Processing Spec	2049	1	GENERAL GOVERNMENT	305	\$34,662	\$43,328	\$55,460
Legal Secretary I	1035	1	GENERAL GOVERNMENT	307	\$38,215	\$47,769	\$61,144
Loan Technician	2199	1	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
Mail Clerk	7180	1	GENERAL GOVERNMENT	303	\$31,440	\$39,300	\$50,304
Mail Clerk, Senior	7181	1	GENERAL GOVERNMENT	304	\$33,012	\$41,265	\$52,819
Office Assistant I	1020	1	GENERAL GOVERNMENT	303	\$31,440	\$39,300	\$50,304
Office Assistant II	1022	6	GENERAL GOVERNMENT	304	\$33,012	\$41,265	\$52,819
Office Assistant III	1024	11	GENERAL GOVERNMENT	305	\$34,662	\$43,328	\$55,460
Principal Secretary	1037	11	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
Records Specialist	1076	3	GENERAL GOVERNMENT	304	\$33,012	\$41,265	\$52,819
Records Specialist, Sr	1077	2	GENERAL GOVERNMENT	305	\$34,662	\$43,328	\$55,460
Revenue Technician	3066	7	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
Stores System Clerk	7144	1	GENERAL GOVERNMENT	304	\$33,012	\$41,265	\$52,819
24 Job Class Titles in Office Support							
Professional/Administrative							
ADA Coordinator	2208	1	GENERAL GOVERNMENT	317	\$62,249	\$77,811	\$99,598
Applications Services Manager	2164	1	GENERAL GOVERNMENT	328	\$106,466	\$133,083	\$170,346
Civil Engineer Manager	5002	2	GENERAL GOVERNMENT	321	\$75,664	\$94,579	\$121,062
Civil Engineer Tech Proj Mgr	5011	2	GENERAL GOVERNMENT	313	\$51,212	\$64,015	\$81,939
Comm Dev Administrator	2214	1	GENERAL GOVERNMENT	317	\$62,249	\$77,811	\$99,598
Comptroller	3078	1	GENERAL GOVERNMENT	327	\$101,396	\$126,746	\$162,234
Contract Manager	3069	1	GENERAL GOVERNMENT	318	\$65,361	\$81,701	\$104,578
Dep Dir of Plns Rewv Bldg Insp	6097	1	GENERAL GOVERNMENT	324	\$87,590	\$109,488	\$140,144
Deputy Law Director	2079	1	GENERAL GOVERNMENT	327	\$101,396	\$126,746	\$162,234
Domestic Violence Prgm Mgr	9022	1	GENERAL GOVERNMENT	313	\$51,212	\$64,015	\$81,939
Econ & Comm Dev Proj Manager	2194	1	GENERAL GOVERNMENT	315	\$56,461	\$70,577	\$90,338
Emergency Mgmt Deputy Dir	9092	1	GENERAL GOVERNMENT	320	\$72,061	\$90,076	\$115,297
Engineering Deputy Director	5053	1	GENERAL GOVERNMENT	325	\$91,970	\$114,962	\$147,151
Enterprise Support Manager	2168	1	GENERAL GOVERNMENT	328	\$106,466	\$133,083	\$170,346
Finance Deputy Director	3090	1	GENERAL GOVERNMENT	325	\$91,970	\$114,962	\$147,151
Financial Analyst III	3077	1	GENERAL GOVERNMENT	321	\$75,664	\$94,579	\$121,062
Fire Deputy Chief	8045	2	FIRE	120	\$89,675	\$108,507	\$134,549
Fire Planning & Oper Manager	2040	1	GENERAL GOVERNMENT	315	\$56,461	\$70,577	\$90,338
Housing Manager	2200	1	GENERAL GOVERNMENT	315	\$56,461	\$70,577	\$90,338
Human Resource Generalist	2032	3	GENERAL GOVERNMENT	314	\$53,773	\$67,216	\$86,036
Information Security Engineer	2163	1	GENERAL GOVERNMENT	324	\$87,590	\$109,488	\$140,144
Internal Auditor	3073	1	GENERAL GOVERNMENT	316	\$59,284	\$74,105	\$94,855
Master Systems Engineer	2058	2	GENERAL GOVERNMENT	322	\$79,447	\$99,308	\$127,115
MIS Project Manager	2067	1	GENERAL GOVERNMENT	324	\$87,590	\$109,488	\$140,144

Proposed Class List By Occupational Group

Knoxville, TN

Proposed Class Title	Code	#Pos	Pay Plan	Grade	Min	Mkt	Max
Professional/Administrative							
Municipal Court Admin	2250		1:ENERAL GOVERNMEN	317	\$62,249	\$77,811	\$99,598
Operations Director	OpsDir		1:ENERAL GOVERNMEN	320	\$72,061	\$90,076	\$115,297
Parks & Greenways Coordinator	4036		1:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
Parks & Rec Deputy Dir	4035		1:ENERAL GOVERNMEN	324	\$87,590	\$109,488	\$140,144
Pension Benefit Administrator	3037		2:ENERAL GOVERNMEN	313	\$51,212	\$64,015	\$81,939
Pension Board Accounting Mgr	3036		1:ENERAL GOVERNMEN	321	\$75,664	\$94,579	\$121,062
Planning Services Manager	PLSVCM		1:ENERAL GOVERNMEN	326	\$96,568	\$120,710	\$154,509
Police Deputy Chief	9080	3	POLICE	221	\$94,159	\$113,933	\$141,276
Police Planning & Grant Mgr	9032		2:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
Principal Planner	PPL		2:ENERAL GOVERNMEN	320	\$72,061	\$90,076	\$115,297
Public Affairs Specialist	2039		1:ENERAL GOVERNMEN	313	\$51,212	\$64,015	\$81,939
Public Service Deputy Director	2097		1:ENERAL GOVERNMEN	324	\$87,590	\$109,488	\$140,144
Purchasing Agent	3060		1:ENERAL GOVERNMEN	327	\$101,396	\$126,746	\$162,234
Real Estate Acquisition Agent	3081		1:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
Real Estate Manager	3080		1:ENERAL GOVERNMEN	318	\$65,361	\$81,701	\$104,578
Revenue Administrator	3071		1:ENERAL GOVERNMEN	318	\$65,361	\$81,701	\$104,578
Risk Manager	2081		1:ENERAL GOVERNMEN	321	\$75,664	\$94,579	\$121,062
Social Media Manager	2101		1:ENERAL GOVERNMEN	317	\$62,249	\$77,811	\$99,598
Spec Mayoral Asst/Comm Rel Dir	2013		1:ENERAL GOVERNMEN	326	\$96,568	\$120,710	\$154,509
Special Assistant	2008	10	1:ENERAL GOVERNMEN	324	\$87,590	\$109,488	\$140,144
Special Events Deputy Director	2014		1:ENERAL GOVERNMEN	320	\$72,061	\$90,076	\$115,297
Special Events Director	2012		1:ENERAL GOVERNMEN	325	\$91,970	\$114,962	\$147,151
Staff Attorney I	2077		5:ENERAL GOVERNMEN	322	\$79,447	\$99,308	\$127,115
Staff Attorney,Senior	2076		1:ENERAL GOVERNMEN	324	\$87,590	\$109,488	\$140,144
Stormwater Engineer Manager	5003		2:ENERAL GOVERNMEN	321	\$75,664	\$94,579	\$121,062
Streetlight Systems Manager	5001		1:ENERAL GOVERNMEN	321	\$75,664	\$94,579	\$121,062
Traf Engineering Tech Proj Mgr	5012		1:ENERAL GOVERNMEN	314	\$53,773	\$67,216	\$86,036
Traffic Engineer Manager	5004		2:ENERAL GOVERNMEN	321	\$75,664	\$94,579	\$121,062
Training Coordinator	2027		1:ENERAL GOVERNMEN	309	\$42,132	\$52,665	\$67,412
Treasurer	3085		1:ENERAL GOVERNMEN	327	\$101,396	\$126,746	\$162,234
54 Job Class Titles in Professional/Administrative							
Protective							
Animal Control Officer	9017		2:ENERAL GOVERNMEN	306	\$36,395	\$45,494	\$58,233
Animal Control Officer, Sr	9018		6:ENERAL GOVERNMEN	307	\$38,215	\$47,769	\$61,144
Aquatics Specialist	4021		3:ENERAL GOVERNMEN	310	\$44,239	\$55,299	\$70,782
Assistant Aquatics Specialist	4080		1:ENERAL GOVERNMEN	305	\$34,662	\$43,328	\$55,460
Assistant Rec Specialist	4100		7:ENERAL GOVERNMEN	305	\$34,662	\$43,328	\$55,460
Codes Enforcement Officer I	2181		2:ENERAL GOVERNMEN	310	\$44,239	\$55,299	\$70,782
Codes Enforcement Officer Sr	2180		2:ENERAL GOVERNMEN	312	\$48,773	\$60,967	\$78,037
Community Development Tech	2189		1:ENERAL GOVERNMEN	305	\$34,662	\$43,328	\$55,460
Domestic Violence Prgm Coord	9021		1:ENERAL GOVERNMEN	311	\$46,451	\$58,064	\$74,321
Electronic Evidence Coll Spec	9041		2:ENERAL GOVERNMEN	311	\$46,451	\$58,064	\$74,321
Emergency Mgmt Oper Officer	9093		1:ENERAL GOVERNMEN	312	\$48,773	\$60,967	\$78,037
Evidence Technician	9037		1:ENERAL GOVERNMEN	309	\$42,132	\$52,665	\$67,412
Firearms Examiner Trainee	9088		1:ENERAL GOVERNMEN	312	\$48,773	\$60,967	\$78,037
Hazardous Waste Technician	6021		1:ENERAL GOVERNMEN	305	\$34,662	\$43,328	\$55,460
Hazardous Waste Technician, Sr	6022		1:ENERAL GOVERNMEN	306	\$36,395	\$45,494	\$58,233
Homeless Program Coordinator	2195		2:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
ICAC Elec Evid Coll Proc Spec	9009		2:ENERAL GOVERNMEN	309	\$42,132	\$52,665	\$67,412

Proposed Class List By Occupational Group

Knoxville, TN

Proposed Class Title	Code	#Pos	Pay Plan	Grade	Min	Mkt	Max
Protective							
NCIC Operator	1078		9:ENERAL GOVERNMEN	306	\$36,395	\$45,494	\$58,233
Sr Zoning/Codes Enfcmt Officer	6076		2:ENERAL GOVERNMEN	312	\$48,773	\$60,967	\$78,037
Therapeutic Rec Specialist	4088		1:ENERAL GOVERNMEN	309	\$42,132	\$52,665	\$67,412
Transportation Officer I	9044		1:ENERAL GOVERNMEN	306	\$36,395	\$45,494	\$58,233
Transportation Officer, Sr	9043		5:ENERAL GOVERNMEN	307	\$38,215	\$47,769	\$61,144
Vehicle Impoundment Assist I	7080		6:ENERAL GOVERNMEN	304	\$33,012	\$41,265	\$52,819
Vehicle Impoundment Asst II	7083		2:ENERAL GOVERNMEN	305	\$34,662	\$43,328	\$55,460
Victim Services Advocate	9027		4:ENERAL GOVERNMEN	308	\$40,126	\$50,158	\$64,202
25 Job Class Titles in Protective							
Supervisor/Managerial							
Administrative Manager I	2010		4:ENERAL GOVERNMEN	313	\$51,212	\$64,015	\$81,939
Administrative Manager II	2015		9:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
Administrative Supervisor	2001		3:ENERAL GOVERNMEN	312	\$48,773	\$60,967	\$78,037
Animal Control Supervisor	9019		1:ENERAL GOVERNMEN	311	\$46,451	\$58,064	\$74,321
Assistant Comptroller	9965		0:ENERAL GOVERNMEN	318	\$65,361	\$81,701	\$104,578
Assistant Purchasing Agent	3058		2:ENERAL GOVERNMEN	318	\$65,361	\$81,701	\$104,578
Assistant Treasurer	9966		0:ENERAL GOVERNMEN	318	\$65,361	\$81,701	\$104,578
Athletics Coordinator	4025		1:ENERAL GOVERNMEN	312	\$48,773	\$60,967	\$78,037
Benefits Manager	5156		1:ENERAL GOVERNMEN	320	\$72,061	\$90,076	\$115,297
Building & Plans Review Chief	6077		1:ENERAL GOVERNMEN	317	\$62,249	\$77,811	\$99,598
Chief Professional Surveyor	5014		1:ENERAL GOVERNMEN	320	\$72,061	\$90,076	\$115,297
City Recorder	1056		1:ENERAL GOVERNMEN	317	\$62,249	\$77,811	\$99,598
Civil Engineer Chief	5028		1:ENERAL GOVERNMEN	324	\$87,590	\$109,488	\$140,144
Codes Enforcement Sect Mgr	2210		1:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
Construction Mgmt Supervisor	2203		1:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
Construction Project Mgr	2094		1:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
Customer Service Supervisor	1004		1:ENERAL GOVERNMEN	312	\$48,773	\$60,967	\$78,037
Development Servs Coordinator	6026		1:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
Engineer Manager	5067		4:ENERAL GOVERNMEN	324	\$87,590	\$109,488	\$140,144
Engineering Planning Chief	5029		1:ENERAL GOVERNMEN	324	\$87,590	\$109,488	\$140,144
Facilities Services Asst Mngr	7162		1:ENERAL GOVERNMEN	312	\$48,773	\$60,967	\$78,037
Facilities Services Manager	7161		1:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
Fire Assistant Chief	8043	19	FIRE	117	\$77,465	\$93,733	\$116,228
Fire Officer	8041	101	FIRE	113	\$63,731	\$77,114	\$95,621
Fleet Administrative Manager	7175		1:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
Fleet Operations Manager	7070		1:ENERAL GOVERNMEN	320	\$72,061	\$90,076	\$115,297
Garage Supervisor	7098		1:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
Housing Finance Supervisor	2212		1:ENERAL GOVERNMEN	314	\$53,773	\$67,216	\$86,036
Logistics and Supply Manager	7146		1:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
Operations Supervisor	Supv	11	1:ENERAL GOVERNMEN	314	\$53,773	\$67,216	\$86,036
Parks&Rec Maint Superintendent	4075		1:ENERAL GOVERNMEN	316	\$59,284	\$74,105	\$94,855
Plumb/Mech/Gas Insp Chief	6045		1:ENERAL GOVERNMEN	316	\$59,284	\$74,105	\$94,855
Police Captain	9065	6	POLICE	218	\$81,338	\$98,419	\$122,040
Police Technology Manager	5602		1:ENERAL GOVERNMEN	316	\$59,284	\$74,105	\$94,855
Professional Civil Engineer	5027		1:ENERAL GOVERNMEN	318	\$65,361	\$81,701	\$104,578
Professional Stormwater Eng	5062		5:ENERAL GOVERNMEN	318	\$65,361	\$81,701	\$104,578
Professional Traffic Engineer	5052		1:ENERAL GOVERNMEN	318	\$65,361	\$81,701	\$104,578
Public Serv Plann & Safety Mgr	2020		1:ENERAL GOVERNMEN	314	\$53,773	\$67,216	\$86,036
Public Service Area Manager I	7018		3:ENERAL GOVERNMEN	314	\$53,773	\$67,216	\$86,036

Proposed Class List By Occupational Group

Knoxville, TN

Proposed Class Title	Code	#Pos	Pay Plan	Grade	Min	Mkt	Max
Supervisory/Managerial							
Public Service Area Manager II	7019		1:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
Public Service Construct Mgr	7120		1:ENERAL GOVERNMEN	316	\$59,284	\$74,105	\$94,855
Recreation Superintendent	4074		1:ENERAL GOVERNMEN	316	\$59,284	\$74,105	\$94,855
Recreation Supervisor	4081		3:ENERAL GOVERNMEN	312	\$48,773	\$60,967	\$78,037
Scheduling Manager	SchMgr		1:ENERAL GOVERNMEN	317	\$62,249	\$77,811	\$99,598
Sign & Marking Supervisor	5033		1:ENERAL GOVERNMEN	312	\$48,773	\$60,967	\$78,037
Solid Waste Manager	6017		1:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
Stores System Manager	7145		1:ENERAL GOVERNMEN	309	\$42,132	\$52,665	\$67,412
Surplus Property Manager	3053		1:ENERAL GOVERNMEN	309	\$42,132	\$52,665	\$67,412
Survey Project Manager	5009		2:ENERAL GOVERNMEN	318	\$65,361	\$81,701	\$104,578
Technical Serv Administrator	5026		1:ENERAL GOVERNMEN	318	\$65,361	\$81,701	\$104,578
Traffic Engineering Chief	5048		1:ENERAL GOVERNMEN	324	\$87,590	\$109,488	\$140,144
Traffic Systems Supervisor	5041		1:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
Vehicle Impoundment Supervisor	7081		1:ENERAL GOVERNMEN	310	\$44,239	\$55,299	\$70,782
Vehicle Shop Manager	7075		2:ENERAL GOVERNMEN	318	\$65,361	\$81,701	\$104,578
Waste Facility Manager	6015		1:ENERAL GOVERNMEN	315	\$56,461	\$70,577	\$90,338
Zoning Chief	6082		1:ENERAL GOVERNMEN	316	\$59,284	\$74,105	\$94,855

56 Job Class Titles in Supervisory/Managerial

Technical							
Arborist	4047		1:ENERAL GOVERNMEN	310	\$44,239	\$55,299	\$70,782
Assistant City Recorder	1058		1:ENERAL GOVERNMEN	312	\$48,773	\$60,967	\$78,037
Audio Video Technician	5601		2:ENERAL GOVERNMEN	308	\$40,126	\$50,158	\$64,202
Automotive Master Technician	7089		2:ENERAL GOVERNMEN	312	\$48,773	\$60,967	\$78,037
Automotive Services Asst	7085		1:ENERAL GOVERNMEN	305	\$34,662	\$43,328	\$55,460
Automotive Technician I	7087		3:ENERAL GOVERNMEN	307	\$38,215	\$47,769	\$61,144
Automotive Technician II	7088		1:ENERAL GOVERNMEN	309	\$42,132	\$52,665	\$67,412
Benefits Coordinator	2082		1:ENERAL GOVERNMEN	314	\$53,773	\$67,216	\$86,036
Benefits Technician	5157		1:ENERAL GOVERNMEN	310	\$44,239	\$55,299	\$70,782
Bucket Truck Operator	7044		1:ENERAL GOVERNMEN	308	\$40,126	\$50,158	\$64,202
Capital Projects Technician	2024		1:ENERAL GOVERNMEN	309	\$42,132	\$52,665	\$67,412
Civil Designer	5008		3:ENERAL GOVERNMEN	313	\$51,212	\$64,015	\$81,939
Civil Engineering Tech I	5018		3:ENERAL GOVERNMEN	307	\$38,215	\$47,769	\$61,144
Civil Engineering Tech II	5020		6:ENERAL GOVERNMEN	312	\$48,773	\$60,967	\$78,037
Claims Coordinator	3042		1:ENERAL GOVERNMEN	311	\$46,451	\$58,064	\$74,321
Claims Specialist	3041		3:ENERAL GOVERNMEN	310	\$44,239	\$55,299	\$70,782
Combination Building Inspector I	6070		6:ENERAL GOVERNMEN	313	\$51,212	\$64,015	\$81,939
Combo Bldg Inspec II	6069		2:ENERAL GOVERNMEN	314	\$53,773	\$67,216	\$86,036
Comm Dev Project Specialist I	2192		1:ENERAL GOVERNMEN	310	\$44,239	\$55,299	\$70,782
Comm Dev Project Specialist, Sr	2193		3:ENERAL GOVERNMEN	312	\$48,773	\$60,967	\$78,037
Crime Analyst	9020		1:ENERAL GOVERNMEN	311	\$46,451	\$58,064	\$74,321
Crime Analyst, Sr	9024		4:ENERAL GOVERNMEN	312	\$48,773	\$60,967	\$78,037
Crime Scene Technician I	9036		6:ENERAL GOVERNMEN	310	\$44,239	\$55,299	\$70,782
Crime Scene Technician II	9087		1:ENERAL GOVERNMEN	311	\$46,451	\$58,064	\$74,321
Electrical Inspector	6030		2:ENERAL GOVERNMEN	311	\$46,451	\$58,064	\$74,321
Electrical Inspector, Sr	6084		2:ENERAL GOVERNMEN	312	\$48,773	\$60,967	\$78,037
EO II - Front Loader Hi-Lift	7123		5:ENERAL GOVERNMEN	305	\$34,662	\$43,328	\$55,460
EO II - Knuckleboom	7124		20:ENERAL GOVERNMEN	305	\$34,662	\$43,328	\$55,460
EO II - Pothole Patcher	7126		4:ENERAL GOVERNMEN	305	\$34,662	\$43,328	\$55,460
EO II - Right of Way Mower	7125		4:ENERAL GOVERNMEN	305	\$34,662	\$43,328	\$55,460

Proposed Class List By Occupational Group

Knoxville, TN

Proposed Class Title	Code	#Pos	Pay Plan	Grade	Min	Mkt	Max
Technical							
EO II - Roll-Back Dump Truck	7127	4	GENERAL GOVERNMENT	305	\$34,662	\$43,328	\$55,460
EO II - Slope Master	7129	2	GENERAL GOVERNMENT	305	\$34,662	\$43,328	\$55,460
EO II - Sweeper	7130	2	GENERAL GOVERNMENT	305	\$34,662	\$43,328	\$55,460
EO II - Tandem Dump Truck	7131	2	GENERAL GOVERNMENT	305	\$34,662	\$43,328	\$55,460
EO III - Backhoe	7033	1	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
EO III - Boom Mower	7040	7	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
EO III - Concrete Truck	7034	2	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
EO III - Demo Specialist	7028	2	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
EO III - Garbage Truck	7036	3	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
EO III - Mini Excavator	7007	3	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
EO III - Multi Purpose Sweeper	7039	7	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
EO III - Paving Machine	7009	1	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
EO III - Road Grader	7038	2	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
EO III - Sewer Truck	7041	2	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
EO III - Transfer Station	7006	1	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
EO III - Tree Truck	7132	1	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
EO III - Triple Flail Mower	7121	1	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
Equipment Operator I	7025	21	GENERAL GOVERNMENT	304	\$33,012	\$41,265	\$52,819
Equipment Operator II	7026	4	GENERAL GOVERNMENT	305	\$34,662	\$43,328	\$55,460
Equipment Technician I	7091	8	GENERAL GOVERNMENT	310	\$44,239	\$55,299	\$70,782
Equipment Technician, Sr	7094	1	GENERAL GOVERNMENT	312	\$48,773	\$60,967	\$78,037
Financial Analyst I	3075	3	GENERAL GOVERNMENT	316	\$59,284	\$74,105	\$94,855
Financial Analyst II	3076	3	GENERAL GOVERNMENT	318	\$65,361	\$81,701	\$104,578
Fire Apparatus Master Tech	7101	1	GENERAL GOVERNMENT	314	\$53,773	\$67,216	\$86,036
Fire Apparatus Technician I	7099	1	GENERAL GOVERNMENT	312	\$48,773	\$60,967	\$78,037
Geographic Info Analyst	5006	2	GENERAL GOVERNMENT	313	\$51,212	\$64,015	\$81,939
Geographic Info Coordinator	5007	1	GENERAL GOVERNMENT	315	\$56,461	\$70,577	\$90,338
GIS Analyst I	GIS1	1	GENERAL GOVERNMENT	313	\$51,212	\$64,015	\$81,939
GIS Analyst II	GIS2	1	GENERAL GOVERNMENT	314	\$53,773	\$67,216	\$86,036
Graphic Designer	2100	1	GENERAL GOVERNMENT	313	\$51,212	\$64,015	\$81,939
Help Desk Technician I	2059	4	GENERAL GOVERNMENT	307	\$38,215	\$47,769	\$61,144
Help Desk Technician, Sr	2061	1	GENERAL GOVERNMENT	309	\$42,132	\$52,665	\$67,412
Housing Rehabilitation Spec	2201	3	GENERAL GOVERNMENT	313	\$51,212	\$64,015	\$81,939
Human Resource Specialist	2028	2	GENERAL GOVERNMENT	310	\$44,239	\$55,299	\$70,782
Human Resources Coordinator	2031	1	GENERAL GOVERNMENT	316	\$59,284	\$74,105	\$94,855
IT Inventory Specialist	2045	1	GENERAL GOVERNMENT	310	\$44,239	\$55,299	\$70,782
Legal Assistant I	2074	2	GENERAL GOVERNMENT	309	\$42,132	\$52,665	\$67,412
Legal Assistant, Senior	2078	1	GENERAL GOVERNMENT	311	\$46,451	\$58,064	\$74,321
Master Equipment Operator	7030	2	GENERAL GOVERNMENT	312	\$48,773	\$60,967	\$78,037
Master Signal Repair Tech	5064	3	GENERAL GOVERNMENT	312	\$48,773	\$60,967	\$78,037
Master Systems Analyst	2056	2	GENERAL GOVERNMENT	321	\$75,664	\$94,579	\$121,062
Parks & Rec Facility Foreman	4011	1	GENERAL GOVERNMENT	308	\$40,126	\$50,158	\$64,202
Permit Technician	6028	2	GENERAL GOVERNMENT	304	\$33,012	\$41,265	\$52,819
Permit Technician, Sr	6027	1	GENERAL GOVERNMENT	305	\$34,662	\$43,328	\$55,460
Planner	PL	1	GENERAL GOVERNMENT	313	\$51,212	\$64,015	\$81,939
Plumbing/Mechanical Inspector	6081	3	GENERAL GOVERNMENT	312	\$48,773	\$60,967	\$78,037
Procurement Specialist	3057	2	GENERAL GOVERNMENT	314	\$53,773	\$67,216	\$86,036
Professional Systems Analyst	2046	2	GENERAL GOVERNMENT	320	\$72,061	\$90,076	\$115,297
PS Maintenance Coordinator	7032	1	GENERAL GOVERNMENT	309	\$42,132	\$52,665	\$67,412
Public Service Coordinator	7024	1	GENERAL GOVERNMENT	309	\$42,132	\$52,665	\$67,412

Proposed Class List By Occupational Group

Knoxville, TN

Proposed Class Title	Code	#Pos	Pay Plan	Grade	Min	Mkt	Max
Technical							
Recreation Specialist	4010	19	GENERAL GOVERNMENT	307	\$38,215	\$47,769	\$61,144
Revenue Specialist	3063	2	GENERAL GOVERNMENT	307	\$38,215	\$47,769	\$61,144
Risk/Benefits Analyst	2084	1	GENERAL GOVERNMENT	314	\$53,773	\$67,216	\$86,036
Safety City Coordinator	1041	1	GENERAL GOVERNMENT	309	\$42,132	\$52,665	\$67,412
Semi-Truck Driver	7023	2	GENERAL GOVERNMENT	308	\$40,126	\$50,158	\$64,202
Senior Planner	SPL	6	GENERAL GOVERNMENT	316	\$59,284	\$74,105	\$94,855
Service Writer	7086	3	GENERAL GOVERNMENT	305	\$34,662	\$43,328	\$55,460
Sign & Markings Technician	5065	5	GENERAL GOVERNMENT	307	\$38,215	\$47,769	\$61,144
Signal Installer I	5036	1	GENERAL GOVERNMENT	308	\$40,126	\$50,158	\$64,202
Signal Installer, Senior	5042	1	GENERAL GOVERNMENT	309	\$42,132	\$52,665	\$67,412
Signal Repair Tech	5038	2	GENERAL GOVERNMENT	309	\$42,132	\$52,665	\$67,412
Small Business Specialist	3064	1	GENERAL GOVERNMENT	307	\$38,215	\$47,769	\$61,144
Stormwater Eng Tech I	5056	3	GENERAL GOVERNMENT	309	\$42,132	\$52,665	\$67,412
Stormwater Eng Tech II	5057	4	GENERAL GOVERNMENT	310	\$44,239	\$55,299	\$70,782
Stormwater Eng Tech III	5058	5	GENERAL GOVERNMENT	312	\$48,773	\$60,967	\$78,037
Systems Analyst I	2063	1	GENERAL GOVERNMENT	313	\$51,212	\$64,015	\$81,939
Systems Analyst, Sr	2065	2	GENERAL GOVERNMENT	315	\$56,461	\$70,577	\$90,338
Systems Engineer	2052	2	GENERAL GOVERNMENT	316	\$59,284	\$74,105	\$94,855
Systems Engineer Sr	2051	2	GENERAL GOVERNMENT	320	\$72,061	\$90,076	\$115,297
Technical Services Tech	1070	3	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
Traffic Engineer	5047	2	GENERAL GOVERNMENT	316	\$59,284	\$74,105	\$94,855
Traffic Engineering Tech I	5043	3	GENERAL GOVERNMENT	307	\$38,215	\$47,769	\$61,144
Traffic Engineering Tech II	5022	2	GENERAL GOVERNMENT	312	\$48,773	\$60,967	\$78,037
Training Specialist	2041	5	GENERAL GOVERNMENT	309	\$42,132	\$52,665	\$67,412
Tree Service Technician	4048	1	GENERAL GOVERNMENT	307	\$38,215	\$47,769	\$61,144
Urban Forester	4037	1	GENERAL GOVERNMENT	316	\$59,284	\$74,105	\$94,855
Warranty Administrator	2088	1	GENERAL GOVERNMENT	308	\$40,126	\$50,158	\$64,202
Waste Fac Asst/Scale Operator	7029	1	GENERAL GOVERNMENT	304	\$33,012	\$41,265	\$52,819
Webmaster	2054	1	GENERAL GOVERNMENT	320	\$72,061	\$90,076	\$115,297
Zoning Examiner	6079	2	GENERAL GOVERNMENT	310	\$44,239	\$55,299	\$70,782

110 Job Class Titles in Technical

Trades and Crafts							
Arts Specialist I	4086	1	GENERAL GOVERNMENT	307	\$38,215	\$47,769	\$61,144
Arts Specialist, Senior	4092	1	GENERAL GOVERNMENT	308	\$40,126	\$50,158	\$64,202
Automotive Technician Leader	7090	1	GENERAL GOVERNMENT	312	\$48,773	\$60,967	\$78,037
Fire Apparatus Tech. Leader	7103	1	GENERAL GOVERNMENT	315	\$56,461	\$70,577	\$90,338
Garage Service Coordinator	7071	1	GENERAL GOVERNMENT	312	\$48,773	\$60,967	\$78,037
Horticulture Services Worker	4049	6	GENERAL GOVERNMENT	304	\$33,012	\$41,265	\$52,819
Licensed Electrician	7104	1	GENERAL GOVERNMENT	311	\$46,451	\$58,064	\$74,321
Maintenance Crew Leader	9038	1	GENERAL GOVERNMENT	312	\$48,773	\$60,967	\$78,037
Parks & Rec Maint Coord	4009	3	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
Pub Serv Construction Foreman	7031	4	GENERAL GOVERNMENT	312	\$48,773	\$60,967	\$78,037
Public Service Construct Wkr	7049	7	GENERAL GOVERNMENT	305	\$34,662	\$43,328	\$55,460
Public Service Crew Leader	7045	6	GENERAL GOVERNMENT	306	\$36,395	\$45,494	\$58,233
Public Service Foreman I	7020	10	GENERAL GOVERNMENT	310	\$44,239	\$55,299	\$70,782
Public Service Foreman II	7021	8	GENERAL GOVERNMENT	311	\$46,451	\$58,064	\$74,321
Sign & Marking Crew Leader	5030	3	GENERAL GOVERNMENT	309	\$42,132	\$52,665	\$67,412
Skilled Trades Craftsworker	7051	10	GENERAL GOVERNMENT	308	\$40,126	\$50,158	\$64,202
Trades Craftsworker	7050	12	GENERAL GOVERNMENT	305	\$34,662	\$43,328	\$55,460

Proposed Class List By Occupational Group

Knoxville, TN

Proposed Class Title	Code	#Pos	Pay Plan	Grade	Min	Mkt	Max
Trades and Crafts							
Urban Forestry Service Worker	4038		1:GENERAL GOVERNMEN	304	\$33,012	\$41,265	\$52,819
Waste Facility Foreman	6016		1:GENERAL GOVERNMEN	313	\$51,212	\$64,015	\$81,939

19 Job Class Titles in Trades and Crafts