

**RESOLUTION 2013-45**

**A RESOLUTION TO ADOPT A POSITION CLASSIFICATION PLAN AND PAY PLAN FOR THE EMPLOYEES OF THE CITY OF FRANKLIN, TENNESSEE**

**WHEREAS**, in September 2012, the City of Franklin, Tennessee contracted with Burris, Thompson & Associates to conduct a comprehensive classification and compensation study; and

**WHEREAS**, the goal of this effort was to update the City's pay plan to provide a highly competitive pay structure to attract and retain top talent to deliver high-quality services to the community; and

**WHEREAS**, using data gathered by Burris, Thompson & Associates, all City job descriptions have been revised and the revisions have been reviewed by the City's Department Directors; and

**WHEREAS**, using data gathered by Burris, Thompson & Associates, including responses from other public and private sector employers, a market rate for each City job has been identified; and

**WHEREAS**, all City jobs have been assigned to a new set of pay grades and pay ranges have been proposed, reducing the number of pay grades from 22 to 15, with greater differences between pay grades; and

**WHEREAS**, the new proposed pay plan reflects positioning the City to be a highly competitive employer within the market which will support the continued delivery of high quality service to the community; and

**WHEREAS**, full implementation of the Classification and Compensation plan will be implemented in two phases over two budget years and the adopted Budget for Fiscal Year 2013-14 incorporates the recommended first phase of adjustments which raises pay for all employees that are below the minimum pay grade in the pay plan.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Mayor and Aldermen of the City of Franklin, Tennessee, that:

**Section 1.** The City of Franklin hereby adopts as its position classification plan the City of Franklin Proposed Pay Structure, attached as Exhibit A.

**Section 2.** The City of Franklin hereby adopts as its pay plan the City of Franklin Market Data and Proposed Pay Grades by Market Rate, attached as Exhibit B.

**Section 3.** The implementation of the pay plan will occur in two phases. Phase 1 will implement pay adjustments beginning August 30, 2013, to ensure all employees' salaries are at least at the new pay range minimums for their jobs. Phase 2 will occur during Fiscal Year 2014-15 to adjust employee pay as needed to better reflect job experience and job performance within the respective pay grades.

Adopted this \_\_\_ day of \_\_\_\_\_, 2013.

**ATTEST:**

**CITY OF FRANKLIN, TENNESSEE**

**By:** \_\_\_\_\_  
**Eric S. Stuckey**  
**City Administrator**

**By:** \_\_\_\_\_  
**Dr. Ken Moore**  
**Mayor**

**Approved as to form by:**

\_\_\_\_\_  
**Kristen L. Corn, Staff Attorney**

**ATTACHMENT IIIA  
CITY OF FRANKLIN  
MARKET DATA AND PROPOSED PAY GRADES  
BY MARKET RATE**

JOB TITLE	DEPT	July 1 2013		----- PROPOSED PAY RANGE -----		
		Market Rate	NEW GRADE	Min	Mid	Max
CITY ADMINISTRATOR	ADM	\$ 169,885	P	\$ 143,778	\$ 169,151	\$ 202,981
NONE	NONE		O	\$ 127,803	\$ 150,356	\$ 180,427
ASSIST CITY ADMIN-FINANCE/ADMINISTRATION	FINANCE	\$ 129,225	N	\$ 113,603	\$ 133,650	\$ 160,380
ASSIST CITY ADMIN-COMMUNITY DEVELOPMENT	PLNG	\$ 129,225	N	\$ 113,603	\$ 133,650	\$ 160,380
CITY ATTORNEY	LEGAL	\$ 121,083	M	\$ 100,980	\$ 118,800	\$ 142,560
CIP EXECUTIVE/CITY ENGINEER	ADM-CIP	\$ 116,492	M	\$ 100,980	\$ 118,800	\$ 142,560
CHIEF OF POLICE	POLICE	\$ 115,926	M	\$ 100,980	\$ 118,800	\$ 142,560
MUNICIPAL INFORMATION TECHNOLOGY DIR.	IT	\$ 109,442	L	\$ 89,760	\$ 105,600	\$ 126,720
HUMAN RESOURCES DIRECTOR	HR	\$ 106,426	L	\$ 89,760	\$ 105,600	\$ 126,720
PARKS DIRECTOR	PARKS	\$ 104,586	L	\$ 89,760	\$ 105,600	\$ 126,720
DIRECTOR OF WATER MANAGEMENT	WATER-WA	\$ 102,888	L	\$ 89,760	\$ 105,600	\$ 126,720
PLANNING & SUSTAINABILITY DIRECTOR	PLNG	\$ 102,781	L	\$ 89,760	\$ 105,600	\$ 126,720
FIRE CHIEF	FIRE	\$ 102,498	L	\$ 89,760	\$ 105,600	\$ 126,720
DIRECTOR OF ENGINEERING	ENG	\$ 101,273	L	\$ 89,760	\$ 105,600	\$ 126,720
FIRE DEPUTY CHIEF	FIRE	\$ 97,608	K	\$ 79,787	\$ 93,867	\$ 112,640
STREET DIRECTOR	STREET	\$ 95,430	K	\$ 79,787	\$ 93,867	\$ 112,640
STAFF ATTORNEY II	LEGAL	\$ 95,102	K	\$ 79,787	\$ 93,867	\$ 112,640
COMPROLLER	FINANCE	\$ 91,499	K	\$ 79,787	\$ 93,867	\$ 112,640
BLDG AND NEIGHBORHOOD SERVICES DIR.	BNS	\$ 91,408	K	\$ 79,787	\$ 93,867	\$ 112,640
POLICE DEPUTY CHIEF	POLICE	\$ 89,151	K	\$ 79,787	\$ 93,867	\$ 112,640
SANITATION & ENV SERVICES DIRECTOR	SANITATION & ENV SERV.	\$ 89,061	K	\$ 79,787	\$ 93,867	\$ 112,640
ASSISTANT DIRECTOR OF ENGINEERING	ENG	\$ 87,908	J	\$ 70,921	\$ 83,437	\$ 100,124
APPLICATIONS PROJECT LEADER	IT	\$ 87,552	J	\$ 70,921	\$ 83,437	\$ 100,124
SYSTEMS/DATABASE MANAGER	IT	\$ 87,259	J	\$ 70,921	\$ 83,437	\$ 100,124
BATTALION CHIEF	FIRE	\$ 87,150	J	\$ 70,921	\$ 83,437	\$ 100,124
FIRE CHIEF ASST-ADMINISTRATION	FIRE	\$ 87,150	J	\$ 70,921	\$ 83,437	\$ 100,124
FIRE CHIEF ASST-TRAINING	FIRE	\$ 87,150	J	\$ 70,921	\$ 83,437	\$ 100,124
RISK MANAGER	HR	\$ 82,661	J	\$ 70,921	\$ 83,437	\$ 100,124
ASSISTANT DIRECTOR HUMAN RESOURCES	HR	\$ 82,372	J	\$ 70,921	\$ 83,437	\$ 100,124
FIRE CHIEF ASST-FIRE MARSHALL	FIRE	\$ 82,305	J	\$ 70,921	\$ 83,437	\$ 100,124
STAFF ATTORNEY I	LEGAL	\$ 82,150	J	\$ 70,921	\$ 83,437	\$ 100,124
BENEFITS MANAGER	HR	\$ 79,866	J	\$ 70,921	\$ 83,437	\$ 100,124
TELECOMMUNICATIONS MANAGER	IT	\$ 79,261	J	\$ 70,921	\$ 83,437	\$ 100,124
ASSISTANT DIRECTOR OF WATER MANAGEMENT	WATER-WA	\$ 79,216	J	\$ 70,921	\$ 83,437	\$ 100,124
NETWORK MANAGER	IT	\$ 79,148	J	\$ 70,921	\$ 83,437	\$ 100,124
ASSISTANT STREET DIRECTOR	STREET	\$ 78,602	J	\$ 70,921	\$ 83,437	\$ 100,124
ENGINEERING SUPERVISOR	ENG	\$ 76,387	I	\$ 63,041	\$ 74,166	\$ 88,999
PURCHASING MANAGER	PURCHASING	\$ 76,205	I	\$ 63,041	\$ 74,166	\$ 88,999
CURRENT PLANNING SUPERVISOR	PLNG	\$ 76,034	I	\$ 63,041	\$ 74,166	\$ 88,999
LONG RANGE PLANNING SUPERVISOR	PLNG	\$ 76,034	I	\$ 63,041	\$ 74,166	\$ 88,999
TRAFFIC/TRANSPORTATION ENG	ENG-TOC	\$ 75,280	I	\$ 63,041	\$ 74,166	\$ 88,999
GIS MANAGER	IT	\$ 75,118	I	\$ 63,041	\$ 74,166	\$ 88,999
STAFF ENGINEER III	ENG	\$ 74,802	I	\$ 63,041	\$ 74,166	\$ 88,999
FACILITIES PROJECT MANAGER	ADM-FACILITIES	\$ 74,592	I	\$ 63,041	\$ 74,166	\$ 88,999
POLICE LIEUTENANT	POLICE	\$ 73,783	I	\$ 63,041	\$ 74,166	\$ 88,999
COMMUNICATIONS MANAGER	ADM-COMM	\$ 73,764	I	\$ 63,041	\$ 74,166	\$ 88,999
FIRE CAPTAIN	FIRE	\$ 73,710	I	\$ 63,041	\$ 74,166	\$ 88,999
EMS OFFICER	FIRE	\$ 72,759	I	\$ 63,041	\$ 74,166	\$ 88,999
SERVICE DIVISION SUPERINTENDENT	WATER-WD	\$ 71,103	I	\$ 63,041	\$ 74,166	\$ 88,999
ADMINISTRATIVE SERVICES OFFICER	FIRE	\$ 70,526	I	\$ 63,041	\$ 74,166	\$ 88,999
FIRE CAPTAIN/TRAINING OFFICER	FIRE	\$ 70,405	I	\$ 63,041	\$ 74,166	\$ 88,999
BUILDING OFFICIAL	BNS	\$ 70,388	I	\$ 63,041	\$ 74,166	\$ 88,999
WATER RECLAMATION SUPERINTENDENT	WATER-SP	\$ 70,171	I	\$ 63,041	\$ 74,166	\$ 88,999

**ATTACHMENT IIIA  
CITY OF FRANKLIN  
MARKET DATA AND PROPOSED PAY GRADES  
BY MARKET RATE**

JOB TITLE	DEPT	July 1 2013		----- PROPOSED PAY RANGE -----		
		Market Rate	NEW GRADE	Min	Mid	Max
ASST DIR, SANITATION & ENV SERVICES	SANITATION & ENV SERV.	\$ 69,977	I	\$ 63,041	\$ 74,166	\$ 88,999
PRINCIPAL PLANNER	PLNG	\$ 69,944	H	\$ 56,036	\$ 65,925	\$ 79,110
NETWORK ANALYST	IT	\$ 68,835	H	\$ 56,036	\$ 65,925	\$ 79,110
INFORMATION SYSTEMS ANALYST II	IT	\$ 68,330	H	\$ 56,036	\$ 65,925	\$ 79,110
ASSISTANT FIRE MARSHAL	FIRE	\$ 68,164	H	\$ 56,036	\$ 65,925	\$ 79,110
EMPLOYEE RELATIONS MANAGER	HR	\$ 67,658	H	\$ 56,036	\$ 65,925	\$ 79,110
ZONING/DEVELOPMENT COORDINATOR	BNS	\$ 67,234	H	\$ 56,036	\$ 65,925	\$ 79,110
UTILITIES ENGINEER II	ENG / WATER - ADM	\$ 67,003	H	\$ 56,036	\$ 65,925	\$ 79,110
STORM WATER COORDINATOR	ENG - STMWTR	\$ 66,526	H	\$ 56,036	\$ 65,925	\$ 79,110
FINANCIAL MANAGER	FINANCE	\$ 66,258	H	\$ 56,036	\$ 65,925	\$ 79,110
SHAREPOINT ANALYST	IT	\$ 66,251	H	\$ 56,036	\$ 65,925	\$ 79,110
BUSINESS PROCESS IMPROVEMENT MGR & CITY COURT CL	FINANCE	\$ 65,621	H	\$ 56,036	\$ 65,925	\$ 79,110
FLEET MAINTENANCE MANAGER	STREET-FM	\$ 65,190	H	\$ 56,036	\$ 65,925	\$ 79,110
WATER PLANT SUPERINTENDENT	WATER-WP	\$ 64,647	H	\$ 56,036	\$ 65,925	\$ 79,110
PLANS EXAMINER III	BNS	\$ 64,184	H	\$ 56,036	\$ 65,925	\$ 79,110
TRAFFIC OPERATIONS MANAGER II	ENG-TOC	\$ 63,701	H	\$ 56,036	\$ 65,925	\$ 79,110
STAFF ENGINEER II	ENG	\$ 63,526	H	\$ 56,036	\$ 65,925	\$ 79,110
FACILITIES SUPERINTENDENT	PARKS	\$ 63,228	H	\$ 56,036	\$ 65,925	\$ 79,110
TRAFFIC MAINTENANCE MANAGER	STREET-TRAFFIC	\$ 62,313	H	\$ 56,036	\$ 65,925	\$ 79,110
ASSISTANT WASTEWATER PLANT SUP'T	WATER-SP	\$ 62,247	G	\$ 49,810	\$ 58,600	\$ 70,320
WASTEWATER COLLECTION ASST SUP'T.	WATER-SC	\$ 61,713	G	\$ 49,810	\$ 58,600	\$ 70,320
WATER DISTRIBUTION ASSISTANT SUP'T	WATER-WD	\$ 61,713	G	\$ 49,810	\$ 58,600	\$ 70,320
RECREATION SUPERINTENDENT	PARKS	\$ 61,396	G	\$ 49,810	\$ 58,600	\$ 70,320
OCCUPATIONAL HEALTH & SAFETY SPECIALIST	HR	\$ 61,391	G	\$ 49,810	\$ 58,600	\$ 70,320
SAFETY COORDINATOR	HR	\$ 61,048	G	\$ 49,810	\$ 58,600	\$ 70,320
PLANNER SR	PLNG	\$ 60,745	G	\$ 49,810	\$ 58,600	\$ 70,320
TRAFFIC OPERATIONS MANAGER I	ENG-TOC	\$ 60,392	G	\$ 49,810	\$ 58,600	\$ 70,320
CABLE TV PRODUCTION OPERATIONS SUPERVISOR	ADM-COMM	\$ 60,195	G	\$ 49,810	\$ 58,600	\$ 70,320
ASSISTANT CITY RECORDER - RECORDS	ADM	\$ 59,643	G	\$ 49,810	\$ 58,600	\$ 70,320
NETWORK TECHNICIAN II	IT	\$ 59,542	G	\$ 49,810	\$ 58,600	\$ 70,320
FIRE LIEUTENANT	FIRE	\$ 59,201	G	\$ 49,810	\$ 58,600	\$ 70,320
ZONING ADMINISTRATOR	BNS	\$ 59,100	G	\$ 49,810	\$ 58,600	\$ 70,320
WATER QUALITY SPECIALIST II	ENG - STMWTR	\$ 58,430	G	\$ 49,810	\$ 58,600	\$ 70,320
POLICE SERGEANT	POLICE	\$ 58,282	G	\$ 49,810	\$ 58,600	\$ 70,320
BUILDING INSPECTOR IV	BNS	\$ 58,063	G	\$ 49,810	\$ 58,600	\$ 70,320
FIRE INSPECTOR	FIRE	\$ 58,030	G	\$ 49,810	\$ 58,600	\$ 70,320
GIS SPECIALIST SR	IT	\$ 57,923	G	\$ 49,810	\$ 58,600	\$ 70,320
FIRE AND LIFE SAFETY EDUCATOR	FIRE	\$ 57,792	G	\$ 49,810	\$ 58,600	\$ 70,320
LAND PLANNER (Reg Landscape Architect)	PLNG	\$ 57,661	G	\$ 49,810	\$ 58,600	\$ 70,320
COLLECTIONS MANAGER	SANITATION & ENV SERV.	\$ 57,564	G	\$ 49,810	\$ 58,600	\$ 70,320
WATER PLANT ASSISTANT SUPERINTENDENT	WATER-WP	\$ 57,386	G	\$ 49,810	\$ 58,600	\$ 70,320
INFORMATION IMAGING SPECIALIST/TRAINER	IT	\$ 57,334	G	\$ 49,810	\$ 58,600	\$ 70,320
PLANS EXAMINER II	BNS	\$ 57,307	G	\$ 49,810	\$ 58,600	\$ 70,320
SUSTAINABILITY/GRANTS COORDINATOR	PLNG	\$ 56,874	G	\$ 49,810	\$ 58,600	\$ 70,320
STAFF ENGINEER I	ENG	\$ 56,490	G	\$ 49,810	\$ 58,600	\$ 70,320
TELECOMMUNICATIONS TECHNICIAN II	IT	\$ 56,234	G	\$ 49,810	\$ 58,600	\$ 70,320
RIGHT OF WAY AGENT	ENG	\$ 55,971	G	\$ 49,810	\$ 58,600	\$ 70,320
DEVELOPMENT SERVICES OPERATIONS ANALYST	Admin	\$ 55,749	G	\$ 49,810	\$ 58,600	\$ 70,320
PUBLIC OUTREACH SPECIALIST	ADM-COMM	\$ 55,680	G	\$ 49,810	\$ 58,600	\$ 70,320
ROAD INSPECTOR SENIOR	STREET	\$ 55,151	G	\$ 49,810	\$ 58,600	\$ 70,320
FIRE ENGINEER	FIRE	\$ 54,979	F	\$ 44,276	\$ 52,089	\$ 62,507
HOUSING DEVELOPMENT COORDINATOR	BNS	\$ 54,776	F	\$ 44,276	\$ 52,089	\$ 62,507
INFORMATION SYSTEMS ANALYST I	IT	\$ 54,646	F	\$ 44,276	\$ 52,089	\$ 62,507
PRETREATMENT COORDINATOR	WATER-SP	\$ 54,620	F	\$ 44,276	\$ 52,089	\$ 62,507
LAND PLANNER (no TN Reg)	PLNG	\$ 54,600	F	\$ 44,276	\$ 52,089	\$ 62,507
CUSTOMER SERVICE SUPERVISOR	REV-MGT	\$ 53,237	F	\$ 44,276	\$ 52,089	\$ 62,507
HUMAN RESOURCES ANALYST	HR	\$ 52,993	F	\$ 44,276	\$ 52,089	\$ 62,507

**ATTACHMENT IIIA  
CITY OF FRANKLIN  
MARKET DATA AND PROPOSED PAY GRADES  
BY MARKET RATE**

JOB TITLE	DEPT	July 1 2013		----- PROPOSED PAY RANGE -----		
		Market Rate	NEW GRADE	Min	Mid	Max
ITS SPECIALIST	ENG-TOC	\$ 52,810	F	\$ 44,276	\$ 52,089	\$ 62,507
NETWORK TECHNICIAN I	IT	\$ 52,707	F	\$ 44,276	\$ 52,089	\$ 62,507
TELECOMMUNICATIONS TECHNICIAN I	IT	\$ 52,559	F	\$ 44,276	\$ 52,089	\$ 62,507
FACILITIES FOREMAN	PARKS	\$ 52,493	F	\$ 44,276	\$ 52,089	\$ 62,507
BUILDING INSPECTOR III	BNS	\$ 52,452	F	\$ 44,276	\$ 52,089	\$ 62,507
TRANSFER STATION MANAGER	SANITATION & ENV SERV.	\$ 51,419	F	\$ 44,276	\$ 52,089	\$ 62,507
FACILITIES MAINTENANCE SUPERVISOR	ADM-FACILITIES	\$ 51,924	F	\$ 44,276	\$ 52,089	\$ 62,507
PARALEGAL	LEGAL	\$ 51,544	F	\$ 44,276	\$ 52,089	\$ 62,507
LANDSCAPING & GROUNDS FOREMAN	PARKS	\$ 51,388	F	\$ 44,276	\$ 52,089	\$ 62,507
LANDSCAPE MAINTENANCE SUPERVISOR	STREET	\$ 51,388	F	\$ 44,276	\$ 52,089	\$ 62,507
PLANS EXAMINER I	BNS	\$ 51,384	F	\$ 44,276	\$ 52,089	\$ 62,507
ATHLETIC FOREMAN	PARKS	\$ 51,225	F	\$ 44,276	\$ 52,089	\$ 62,507
NEIGHBORHOOD RESOURCES SUPERVISOR	BNS	\$ 51,156	F	\$ 44,276	\$ 52,089	\$ 62,507
ACCOUNT MANAGEMENT SUPERVISOR	REV-MGT	\$ 51,054	F	\$ 44,276	\$ 52,089	\$ 62,507
FINANCIAL ANALYST	FINANCE	\$ 50,962	F	\$ 44,276	\$ 52,089	\$ 62,507
UTILITY INSPECTOR	WATER-WA	\$ 50,596	F	\$ 44,276	\$ 52,089	\$ 62,507
STORM WATER INSPECTOR	STMWTR - ST	\$ 49,853	F	\$ 44,276	\$ 52,089	\$ 62,507
SENIOR FLEET MAINTENANCE TECHNICIAN	STREET-FM	\$ 49,813	F	\$ 44,276	\$ 52,089	\$ 62,507
TRAFFIC SIGNALIZATION & MAINTENANCE ELECTRICIAN	STREET-TRAFFIC	\$ 49,791	F	\$ 44,276	\$ 52,089	\$ 62,507
ROAD INSPECTOR	STREET	\$ 49,686	F	\$ 44,276	\$ 52,089	\$ 62,507
MASTER PATROL OFFICER/DETECTIVE	POLICE	\$ 49,442	F	\$ 44,276	\$ 52,089	\$ 62,507
SURETY COORDINATOR	PLNG	\$ 49,407	F	\$ 44,276	\$ 52,089	\$ 62,507
BUILDING ASSOCIATE	BNS	\$ 49,391	F	\$ 44,276	\$ 52,089	\$ 62,507
OFFICE MANAGER	VARIOUS	\$ 49,391	F	\$ 44,276	\$ 52,089	\$ 62,507
TRAFFIC STRIPING & SIGN SUPERVISOR	STREET-TRAFFIC	\$ 49,371	F	\$ 44,276	\$ 52,089	\$ 62,507
WATER QUALITY SPECIALIST I	ENG - STMWTR	\$ 49,330	F	\$ 44,276	\$ 52,089	\$ 62,507
PLANNER	PLNG	\$ 49,307	F	\$ 44,276	\$ 52,089	\$ 62,507
TRAFFIC SIGNAL TECH II	STREET-TRAFFIC	\$ 49,198	F	\$ 44,276	\$ 52,089	\$ 62,507
NEIGHBORHOOD RESOURCES COORDINATOR	BNS	\$ 49,086	E	\$ 39,356	\$ 46,301	\$ 55,561
BENEFITS ANALYST	HR	\$ 48,919	E	\$ 39,356	\$ 46,301	\$ 55,561
UTILITIES CREW CHIEF	WATER-WD	\$ 48,909	E	\$ 39,356	\$ 46,301	\$ 55,561
WASTEWATER OPERATOR SENIOR	WATER-SP	\$ 48,481	E	\$ 39,356	\$ 46,301	\$ 55,561
ARBORIST	PARKS	\$ 48,447	E	\$ 39,356	\$ 46,301	\$ 55,561
GIS SPECIALIST	IT	\$ 48,436	E	\$ 39,356	\$ 46,301	\$ 55,561
EXECUTIVE ASSISTANT	ADM	\$ 48,307	E	\$ 39,356	\$ 46,301	\$ 55,561
STORM WATER SUPERVISOR	STMWTR - ST	\$ 47,837	E	\$ 39,356	\$ 46,301	\$ 55,561
STREET CREW SUPERVISOR	STREET	\$ 47,837	E	\$ 39,356	\$ 46,301	\$ 55,561
WATER OPERATOR SR	WATER-WP	\$ 47,782	E	\$ 39,356	\$ 46,301	\$ 55,561
IT HELP DESK ADMINISTRATOR	IT	\$ 47,756	E	\$ 39,356	\$ 46,301	\$ 55,561
BUILDING INSPECTOR II	BNS	\$ 47,185	E	\$ 39,356	\$ 46,301	\$ 55,561
RESEARCH & PLANNING ANALYST	PARKS	\$ 47,136	E	\$ 39,356	\$ 46,301	\$ 55,561
ASSISTANT COMMUNICATIONS SUPERVISOR	POLICE	\$ 46,964	E	\$ 39,356	\$ 46,301	\$ 55,561
ACCOUNTING OFFICER	REV-MGT	\$ 46,464	E	\$ 39,356	\$ 46,301	\$ 55,561
RECORDS SUPERVISOR	POLICE	\$ 46,375	E	\$ 39,356	\$ 46,301	\$ 55,561
LANDSCAPE MAINTENANCE CREW CHIEF	STREET	\$ 46,173	E	\$ 39,356	\$ 46,301	\$ 55,561
COMPOST FACILITY MANAGER	STREET	\$ 46,019	E	\$ 39,356	\$ 46,301	\$ 55,561
LIFT STATION TECHNICIAN	WATER-SC	\$ 45,879	E	\$ 39,356	\$ 46,301	\$ 55,561
PAYROLL SPECIALIST	FINANCE	\$ 45,797	E	\$ 39,356	\$ 46,301	\$ 55,561
MAINTENANCE CREW CHIEF	PARKS	\$ 45,765	E	\$ 39,356	\$ 46,301	\$ 55,561
ATHLETIC CREW CHIEF	PARKS	\$ 45,673	E	\$ 39,356	\$ 46,301	\$ 55,561
ZONING ENFORCEMENT OFFICER	BNS	\$ 45,202	E	\$ 39,356	\$ 46,301	\$ 55,561
PURCHASING SPECIALIST	PURCHASING	\$ 45,130	E	\$ 39,356	\$ 46,301	\$ 55,561
CHIEF DEPUTY COURT CLERK	COURT	\$ 44,998	E	\$ 39,356	\$ 46,301	\$ 55,561
FINANCIAL TECHNICIAN II	FINANCE	\$ 44,981	E	\$ 39,356	\$ 46,301	\$ 55,561
WASTEWATER MAINTENANCE TECHNICIAN	WATER-SP	\$ 44,944	E	\$ 39,356	\$ 46,301	\$ 55,561
TOC OPERATOR	ENG-TOC	\$ 44,914	E	\$ 39,356	\$ 46,301	\$ 55,561
INFRARED SYSTEM TECHNICIAN	STREET	\$ 44,878	E	\$ 39,356	\$ 46,301	\$ 55,561
PROGRAMMING COORDINATOR	PARKS	\$ 44,713	E	\$ 39,356	\$ 46,301	\$ 55,561
SR. COMMUNICATIONS OFFICER	POLICE	\$ 44,472	E	\$ 39,356	\$ 46,301	\$ 55,561

**ATTACHMENT IIIA  
CITY OF FRANKLIN  
MARKET DATA AND PROPOSED PAY GRADES  
BY MARKET RATE**

JOB TITLE	DEPT	July 1 2013		----- PROPOSED PAY RANGE -----		
		Market Rate	NEW GRADE	Min	Mid	Max
TECHNICAL SUPPORT SPECIALIST	VARIOUS	\$ 44,460	E	\$ 39,356	\$ 46,301	\$ 55,561
PLANNING ASSISTANT	PLNG	\$ 44,443	E	\$ 39,356	\$ 46,301	\$ 55,561
TRAFFIC SIGNAL TECH I	STREET-TRAFFIC	\$ 44,133	E	\$ 39,356	\$ 46,301	\$ 55,561
MECHANIC	STREET-FM	\$ 43,932	E	\$ 39,356	\$ 46,301	\$ 55,561
SAN & ENV SERV CREW SUPERVISOR	SANITATION & ENV SERV.	\$ 43,871	E	\$ 39,356	\$ 46,301	\$ 55,561
BACKFLOW INSPECTOR	WATER-WD	\$ 43,806	E	\$ 39,356	\$ 46,301	\$ 55,561
FIREFIGHTER	FIRE	\$ 43,331	E	\$ 39,356	\$ 46,301	\$ 55,561
POLICE OFFICER	POLICE	\$ 42,224	E	\$ 39,356	\$ 46,301	\$ 55,561
WASTEWATER OPERATOR	WATER-SP	\$ 43,847	D	\$ 34,983	\$ 41,156	\$ 49,387
SEWER EQUIPMENT TECH	WATER-SC	\$ 43,398	D	\$ 34,983	\$ 41,156	\$ 49,387
WATER OPERATOR	WATER-WP	\$ 43,224	D	\$ 34,983	\$ 41,156	\$ 49,387
PROGRAM SPECIALIST	PARKS	\$ 42,750	D	\$ 34,983	\$ 41,156	\$ 49,387
HUMAN RESOURCES TECHNICIAN	HR	\$ 42,623	D	\$ 34,983	\$ 41,156	\$ 49,387
COMMUNICATIONS SUPPORT COORDINATOR	POLICE	\$ 42,519	D	\$ 34,983	\$ 41,156	\$ 49,387
FINANCIAL TECHNICIAN	REV-MGT	\$ 42,461	D	\$ 34,983	\$ 41,156	\$ 49,387
BUILDING INSPECTOR I	BNS	\$ 41,917	D	\$ 34,983	\$ 41,156	\$ 49,387
EQUIPMENT OPERATOR	VARIOUS	\$ 40,356	D	\$ 34,983	\$ 41,156	\$ 49,387
ADMINISTRATIVE ASSISTANT	VARIOUS	\$ 40,984	D	\$ 34,983	\$ 41,156	\$ 49,387
GENERAL SERVICES TECHNICIAN	FIRE	\$ 40,913	D	\$ 34,983	\$ 41,156	\$ 49,387
PLANNING ASSOCIATE	PLNG	\$ 40,677	D	\$ 34,983	\$ 41,156	\$ 49,387
FINANCIAL TECHNICIAN I (A/P Specialist)	FINANCE	\$ 40,557	D	\$ 34,983	\$ 41,156	\$ 49,387
TV TRUCK SEWER INSPECTOR	WATER-SC	\$ 40,346	D	\$ 34,983	\$ 41,156	\$ 49,387
INVENTORY SPECIALIST	PARKS	\$ 40,125	D	\$ 34,983	\$ 41,156	\$ 49,387
INVENTORY SPECIALIST	STREET-FM	\$ 40,125	D	\$ 34,983	\$ 41,156	\$ 49,387
INVENTORY SPECIALIST	WATER-WD	\$ 40,125	D	\$ 34,983	\$ 41,156	\$ 49,387
COMMUNICATIONS OFFICER	POLICE	\$ 39,707	D	\$ 34,983	\$ 41,156	\$ 49,387
STRIPING TECHNICIAN	STREET-TRAFFIC	\$ 39,501	D	\$ 34,983	\$ 41,156	\$ 49,387
PERMIT TECHNICIAN	BNS	\$ 39,009	D	\$ 34,983	\$ 41,156	\$ 49,387
PERMIT TECHNICIAN	PLNG	\$ 39,009	D	\$ 34,983	\$ 41,156	\$ 49,387
EVIDENCE TECHNICIAN	POLICE	\$ 38,971	D	\$ 34,983	\$ 41,156	\$ 49,387
PURCHASING TECHNICIAN	PURCHASING	\$ 38,755	C	\$ 31,096	\$ 36,583	\$ 43,900
RECORDING SECRETARY-BOMA	ADM	\$ 38,692	C	\$ 31,096	\$ 36,583	\$ 43,900
FACILITIES MAINTENANCE WORKER	ADM-FACILITIES/SW	\$ 38,666	C	\$ 31,096	\$ 36,583	\$ 43,900
BILLING/COLLECTIONS TECH	REV-MGT	\$ 37,640	C	\$ 31,096	\$ 36,583	\$ 43,900
SAN & ENV SERV DRIVER/OPERATOR	S/W-COLL	\$ 37,342	C	\$ 31,096	\$ 36,583	\$ 43,900
SCALE OPERATOR	S/W-DISP	\$ 37,236	C	\$ 31,096	\$ 36,583	\$ 43,900
DIGITAL MEDIA SPECIALIST PART-TIME	ADM-COMM	\$ 37,142	C	\$ 31,096	\$ 36,583	\$ 43,900
HHW DROP OFF SITE ATTENDANT	S/W-COLL	\$ 36,552	C	\$ 31,096	\$ 36,583	\$ 43,900
FACILITIES MAINTENANCE WORKER	SANITATION & ENV SERV.	\$ 36,511	C	\$ 31,096	\$ 36,583	\$ 43,900
PARKS MAINTENANCE WORKER	PARKS	\$ 36,511	C	\$ 31,096	\$ 36,583	\$ 43,900
METER READER SENIOR	WATER-WB	\$ 35,548	C	\$ 31,096	\$ 36,583	\$ 43,900
DEPUTY COURT CLERK	COURT	\$ 35,357	C	\$ 31,096	\$ 36,583	\$ 43,900
UTILITY SERVICE WORKER	WATER-WD	\$ 35,177	C	\$ 31,096	\$ 36,583	\$ 43,900
LANDSCAPE MAINTENANCE WORKER SR	STREET	\$ 35,032	C	\$ 31,096	\$ 36,583	\$ 43,900
FACILITIES WORKER	PARKS	\$ 33,623	B	\$ 27,640	\$ 32,518	\$ 39,022
RECORDS CLERK	POLICE	\$ 33,567	B	\$ 27,640	\$ 32,518	\$ 39,022
VIDEO PRODUCTION ASSISTANT (PT)	ADM-COMM	\$ 33,442	B	\$ 27,640	\$ 32,518	\$ 39,022
ATHLETIC TURF WORKER	PARKS	\$ 33,087	B	\$ 27,640	\$ 32,518	\$ 39,022
METER READER	WATER-WB	\$ 32,549	B	\$ 27,640	\$ 32,518	\$ 39,022
ADMINISTRATIVE SECRETARY	VARIOUS	\$ 32,373	B	\$ 27,640	\$ 32,518	\$ 39,022
SAN & ENV SERVICES DISPATCHER	SANITATION & ENV SERV.	\$ 32,373	B	\$ 27,640	\$ 32,518	\$ 39,022
DROP OFF SITE ATTENDANT	S/W-COLL	\$ 31,358	B	\$ 27,640	\$ 32,518	\$ 39,022
PARKING ENFORCEMENT OFFICER	POLICE	\$ 30,784	B	\$ 27,640	\$ 32,518	\$ 39,022
LANDSCAPE MAINTENANCE WORKER	STREET	\$ 30,054	B	\$ 27,640	\$ 32,518	\$ 39,022
TREE WORKER (PT)	PARKS	\$ 29,828	B	\$ 27,640	\$ 32,518	\$ 39,022
SAN & ENV SERVICES WORKER	S/W-COLL	\$ 29,823	B	\$ 27,640	\$ 32,518	\$ 39,022
LANDSCAPING WORKER	PARKS	\$ 29,542	B	\$ 27,640	\$ 32,518	\$ 39,022

**ATTACHMENT IIIA  
CITY OF FRANKLIN  
MARKET DATA AND PROPOSED PAY GRADES  
BY MARKET RATE**

<u>JOB TITLE</u>	<u>DEPT</u>	<b>July 1 2013</b>		----- PROPOSED PAY RANGE -----		
		<u>Market Rate</u>	<u>NEW GRADE</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
GROUNDS WORKER	PARKS	\$ 28,448	B	\$ 27,640	\$ 32,518	\$ 39,022
CREW WORKER	STREET	\$ 26,032	B	\$ 27,640	\$ 32,518	\$ 39,022
CUSTODIAN	ADM-FACILITIES	\$ 25,591	B	\$ 27,640	\$ 32,518	\$ 39,022
CASHIER (PT)	REV-MGT	\$ 24,875	B	\$ 27,640	\$ 32,518	\$ 39,022
SCHOOL PATROL	POLICE	\$ 23,648	A	\$ 24,569	\$ 28,905	\$ 34,686