

RESOLUTION 2024-25

A RESOLUTION TO UPDATE DESIGNATED PAY GRADES FOR POLICE DEPARTMENT POSITIONS WITHIN APPROVED COMPENSATION PLAN FOR RESOLUTION 2022-45

WHEREAS, the City of Franklin, Tennessee coordinated with Burris, Thompson, & Associates to obtain updated market compensation data for the Police Department; and

WHEREAS, the goal of this effort was to continue providing a highly competitive pay plan to attract and retain top talent to deliver high-quality services to the community; and

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

WHEREAS, all Police Department jobs have been reviewed and 8 jobs (Police Captain, Police Lieutenant, Police Sergeant, Master Patrol Officer, Police Detective, Police Officer II, Policer Officer I, and Police Officer Trainee) have been assigned to a new set of pay grades within the approved Compensation & Classification plan (Resolution 2022-45); and

WHEREAS, the new proposed pay grades assigned to these jobs positions the City to be a highly competitive employer for Police Department ranks within the market, targeting 90th percentile market data; and

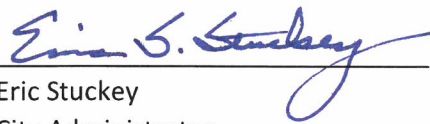
WHEREAS, implementation of the updated pay grades incorporating these recommended adjustments will be effective on April 28, 2024 at the start of a new pay period cycle.

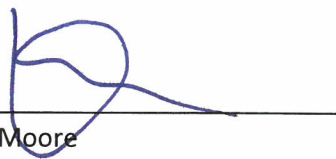
NOW, THEREFORE, IT BE RESOLVED by the Board of Mayor and Alderman of the City of Franklin, Tennessee, that the City of Franklin hereby revises the approved Compensation & Classification Plan (Exhibit A) for 8 Police Department positions as shown in Exhibit B.

IT IS SO RESOLVED AND DONE on this 23rd day of April, 2024.

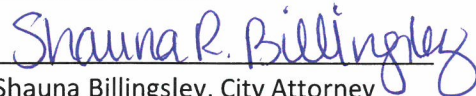
ATTEST:

CITY OF FRANKLIN, TENNESSEE:

By: 
Eric Stuckey
City Administrator

By: 
Dr. Ken Moore
Mayor

Approved as to Form:

By: 
Shauna Billingsley, City Attorney

NEW

JOB TITLE	DEPT	YRLY HOURS	Upgrade 2022 GRADE	JULY 2022 PAY RANGE				
				Min	1st Qtile	Mid	3rd Qtile	Max
1812 CHIEF OF POLICE	POLICE	EX	N	\$ 137,771	\$ 149,928	\$ 162,084	\$ 178,292	\$ 194,501
1816 POLICE DEPUTY CHIEF	POLICE	EX	M	\$ 122,463	\$ 133,269	\$ 144,075	\$ 158,482	\$ 172,890
1817 POLICE CAPTAIN	POLICE	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
1872 POLICE LIEUTENANT	POLICE	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
1813 FISCAL AFFAIRS MANAGER	POLICE	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1890 PUBLIC AFFAIRS MANAGER	POLICE	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1873 POLICE SERGEANT	POLICE	2080	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1841 CRIME ANALYST	POLICE	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1840 MASTER PATROL OFFICER	POLICE	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1842 POLICE DETECTIVE	POLICE	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1881 RECORDS SUPERVISOR	POLICE	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1871 POLICE OFFICER II	POLICE	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1882 EVIDENCE AND PROPERTY TECHNICIAN	POLICE	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1886 COMMUNICATIONS SUPPORT COORDINATOR	POLICE-ADM	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1031PD EXECUTIVE ASSISTANT	POLICE-ADM	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1884 DIGITAL RECORDS TECHNICIAN	POLICE	EX	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1870 POLICE OFFICER I	POLICE	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1870T POLICE OFFICER TRAINEE	POLICE	2080	E	\$ 50,000	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1879 SR. RECORDS TECHNICIAN	POLICE-ADM	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1877 PARKING AMBASSADOR	POLICE-PAT	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
1880 RECORDS TECHNICIAN	POLICE-ADM	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
0003 SCHOOL PATROL	POLICE-ADM	Varies		\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895

RES 2024-25
EXHIBIT B

NEW

JOB TITLE	DEPT	YRLY HOURS	Upgrade PAY GRADE	PROPOSED PAY RANGE				
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1817 POLICE CAPTAIN	POLICE	EX	L	\$ 108,856	\$ 118,461	\$ 128,066	\$ 140,873	\$ 153,680
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