

Classification & Compensation Study
Draft Report
for
The City of Murfreesboro, TN





MANAGEMENT ADVISORY GROUP INTL., INC.

MANAGEMENT CONSULTING SERVICES

April 19, 2015

Glen Godwin
Director of Human Resources
City of Murfreesboro
111 W. Vine Street
Murfreesboro, TN 37133

Dear Glen,

Management Advisory Group International, Inc. (MAG) is pleased to present this *Compensation & Classification Study Draft Report* to the City of Murfreesboro.

We would ask you and top staff to review the report and MAG's compensation and classification recommendations. This report has been developed based on:

- Job analysis of included City classifications (internal equity); and
- Market salary survey results to-date (external equity)

The Draft Report is organized into the following Sections:

- Section 1: Introduction and Methodology
- Section 2: Selected Personnel Policies
- Section 3: Salary Survey Summary
- Section 4: Proposed Pay Plan
- Section 5: Class Comparison List
- Section 6: Alpha Class List
- Section 7: Implementation Cost by Job class
- Section 8: Implementation Cost

MAG would like to express our thanks to all employees and staff who have participated in this important project. We look forward to your questions and input concerning the proposed plan. Please feel free to contact us at (703) 590-7250 as needed.

Sincerely,

Carolyn Long

Executive Vice President
Management Advisory Group
International, Inc.
13580 Groupe Drive, Suite 200
Woodbridge, VA 22192

SECTION 1.0
Introduction and Methodology



Section 1: Introduction & Methodology

Introduction

The City of Murfreesboro contracted with Management Advisory Group International, Inc. (MAG) to conduct a compensation and classification study for all current City classifications. This report presents the findings and recommendations of the classification and compensation study.

MAG's findings and recommendations are based on:

- Market survey results;
- current organizational structure;
- a quantitative point-factor job analysis; and,
- internal and external equity 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 salary adjustment recommendations for current incumbents in included City classifications.

Project Focus

The objectives of the study were to:

- Conduct job analysis of included City classifications;
- Gather salary and compensation data from similar/competitor organizations;
- Develop a revised classification plan; and,
- Develop a revised compensation and pay plan.

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

**EXHIBIT 1-1
CITY OF MURFREESBORO
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 administration and management to clearly define the scope, goals, and objectives for the proposed study.

Conducted Department Head Interviews and Distributed JAQs – Conducted sessions with top management to gather input regarding the proposed project. Provided *Job Analysis Questionnaires* (JAQs) – MAG’s online job information survey – to current City employees in included classifications to gather job specific information on specific duties, responsibilities, and essential job attributes.

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 quantitative point-factor analysis of compensable factors based on completed JAQs.

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

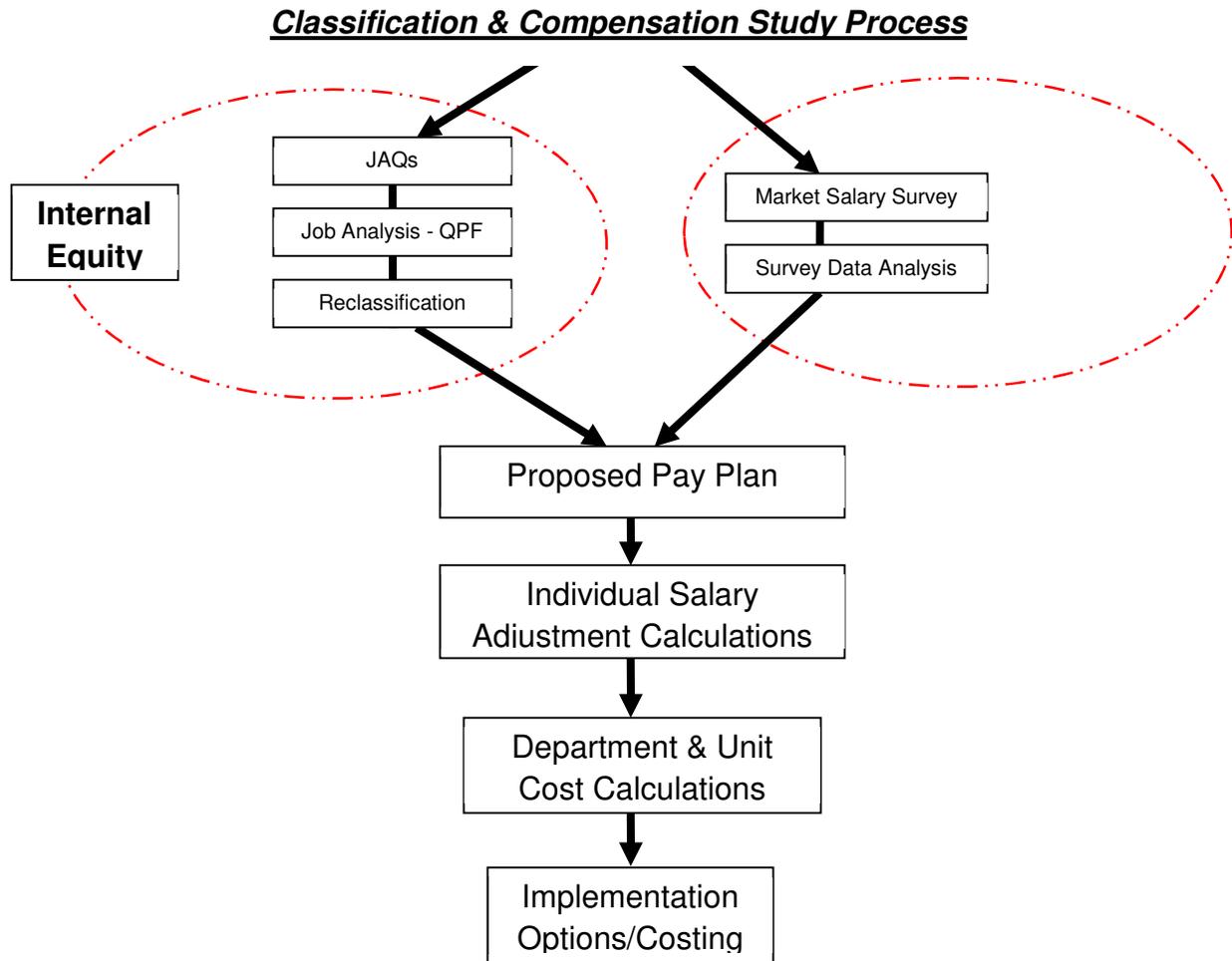
Developed Salary Adjustment Recommendations – Developed salary adjustment recommendations for all City classifications based on the revised pay plan(s) and employee classification, longevity and current salary.

Develop & Submit Draft Report – Develop and submit a Draft Report for City review integrating the job analysis, proposed pay and classification plan, salary survey, and implementation recommendations.

Revised Draft Report – Incorporate City technical review of Draft Report materials, and include final employee database revisions. An internal review process will follow on a timetable to be developed by the City.

Final Report – MAG will work with the City, following Council approval, to appropriately adjust recommendations based on additional input and information received through MAG’s portion of the review process.

Exhibit 1-2 illustrates a flow-chart process used for developing a proposed pay and classification plan.





Methodology Overview

To begin the study, MAG requested and reviewed preliminary information and arranged for on-site work with the City. At this time, MAG conducted initial meetings with City administration and tailored several instruments to be used in conducting the compensation and classification analysis, including:

- a *Job Analysis Questionnaire*® (JAQ);
- a Market Salary Survey to be conducted using benchmark classifications with a selected group of peer and competitor agencies and organizations;
- brief benefits overview to compare the City to market competitors.

The study methodology included:

- collection of current City budget, personnel, and organizational background information;
- development, distribution, collection, and analysis of *Job Analysis Questionnaires*®;
- identification and selection of peer and competitor agencies and organizations for the market salary survey;
- identification of classification benchmarks;
- analysis with recommendations concerning the relative ranking of City positions to develop a classification plan that will ensure internal equity; and
- a salary/wage survey and analysis and benefits overview.

Initial Meetings and Orientation

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



The project team also conducted meetings with Department Heads to provide an overview of the scope, content, and methodology of the study, encourage employee cooperation and commitment and establish appropriate time frames for completing and returning necessary forms.

Job Analysis Questionnaire©

MAG evaluated the included City classifications in order to assign positions to an appropriate new pay range. The job evaluation included various 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
- Americans with Disabilities Act Requirements
- Physical Requirements
- Equipment Usage
- Unavoidable Hazards
- Sensory Requirements

Information about each employee's job was collected through a *Job Analysis Questionnaire©* (JAQ). The questionnaire was available online, through MAG's website, and was made available to all incumbents in included City classifications.

The JAQ asked employees to rank their job in each of the above areas and provide written comments about their tasks in each area. Based on this information, each job class was evaluated by MAG's unique Job Evaluation System. The evaluation from this system resulted in an Evaluation Profile for each job and established the relative ranking of positions within the compensation system.



Market Salary Survey

The City employs a wide range of jobs that contain a mix of work responsibilities. The Market Salary Survey reflected the variety of duties and responsibilities in which City 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 City management, MAG developed a list of target organizations to be surveyed. Upon City 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 the City for employees, for either lower level or higher level positions;
- geographically situated in such a fashion as to almost automatically be considered a competitor;
- structured similarly to the City, or providing similar types of services;
- attractive to highly valued City employees for one reason or another; and,
- within a reasonable commuting distance.

Targeted agencies in this study included:

Athens-Clarke County Unified Government, GA
Brentwood, TN
City Of McKinney, TX
Clarksville, TN
Collegedale Airport
Germantown, TN
Lexington-Fayette Urban County Government, KY
Nashville-Davidson County, TN
Rutherford County, TN
Town Of Collierville, TN

City Of Columbia, MO
Chattanooga, TN
City Of Greenville, SC
Franklin, TN
Knoxville, TN
Memphis Dewitt-Spain Airport
Oak Ridge, TN
Town Of Cary, NC
Town Of Smyrna, TN
Williamson County, TN

The proposed salary ranges for the pay plan are the result of both job analysis and a market salary survey of target organizations. While market data is important as a reference it is not a mirror image of the work as it is performed in Murfreesboro, and may not reflect the organizational value of the job within the City's work force. This report does not address pay supplements. MAG recommends no change in the City's current policies and practices.



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.

In the survey instrument, each job was 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. It should be noted that responding target organizations typically report salary data based on forty (40) hours per week (2080 hours per year), MAG did NOT prorate this data down to a rate that matched the thirty seven and a half (37.5) hours per week (1950 hours per year). Such proration would have resulted in an approximately six percent (6%) decrease in the market values, would have set the pay line lower, thus lowering the salary structure relative to the external market.

While most employees are accustomed to seeing their pay in "hourly" rates, MAG is presenting the report in an annual hour's format. The proposed pay ranges can be divided by 1950 to get the approximate hourly ranges (rounding may make this calculation slightly imprecise). It is important to note that most of the peers and competitors in the market are working more hours per week thus giving City employees the benefit of the 1950 "full-time" pay calculation.

The results from the survey were used to assist with the assignment 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. Consequently, the internal job analysis (Evaluation Profile) is the most critical element in determining pay grade assignment.***



Proposed Pay Plans

MAG has developed revised pay plans for all positions included in the study. Specific details of the plans are provided in report tables following this narrative. The proposed pay plans put employees into two (2) plans and one single-range pay schedule; one plan is for Public Safety classifications and another, the Unified plan, is for the balance of positions. School Patrol Crossing Guards have a single schedule that is calculated in a daily rate format. The City does employ seasonal workers. Officials and seasonal employees are not included in a salary progression plan and as such there are no progressive salary calculation adjustments for seasonal workers.

MAG's recommendations for placing employees within the new pay ranges typically consider the following:

- Current salary,
- Proposed job title or rank, and
- Length of total service from the reported promotion date to the recommended implementation date of April 19, 2015.

Therefore, MAG recommends the following implementation approach, with the understanding that MAG's recommendations are advisory only, and are subject to the approval of the City Council; this approval is dependent on the fiscal constraints of the City. Should the City determine that MAG's recommendations are not fiscally attainable in a single budget year, MAG commonly works with our clients to divide the implementation cost into two or three fiscal years.

If funds are available, MAG recommends that the City first provide up to a 2% across the board increase to any employee in the Public Safety and Unified pay plans, not to exceed the maximum of the proposed range. The City should then implement the recommended classification and pay structure for the Public Safety and Unified pay plans at 100% market parity, with employees whose salary, after the 2% across the board adjustment, is still below the minimum for the newly assigned pay grade. Additional increases are recommended for the Public Safety and Unified pay plan



employees to provide internal equity based on the length of time the employee has been in their current job class. If the employee's current salary exceeds the target salary then the calculations will not provide any further adjustment. No employee is recommended for any decrease in salary, even if their current salary substantially exceeds the target salary or exceeds the proposed maximum of the new range.

This implementation approach as structured achieves the maximum amount of internal equity possible, within the financial resources of the City, without reducing the salary of any employee. Once the new structure and the recommended salaries are adopted, the City will, over time, reach full equity as people leave or retire.

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 there is sufficient market adjustment to the range to provide an increase.

Salary Adjustment Recommendations

The implementation cost report is included in the report tables. The calculation target date is April 19, 2015. The cost to implement the recommended classification and pay structure at 100% market parity for the 1,214 full and part time employees covered by this study, after an across the board increase of 2%, is:

Unified Plan:	820 positions total:		
2% Across the Board:	\$523,696	(800 employees)	
Adjustment to Minimum:	\$ 322,030	(225 employees)	
Internal Equity Adjustment (adj toward max):	\$ 347,920	(241 employees)	
Total (includes rounding):	\$1,193,646	approximately 4.31%	

Public Safety:	394 positions total:		
2% Across the Board:	\$336,162	(389 employees)	
Adjustment to Minimum:	\$109,195	(62 employees)	
Internal Equity Adjustment (adj toward max):	\$444,578	(195 employees)	
Adjustment to Step (Public Safety only)	\$210,011	(377 employees)	
Total Adjustment Cost:	\$1,099,946	approximately 6.36%	

School Traffic Patrol:	34 positions total:		
2% Across the Board:	\$ 4,602		
Adjustment to Minimum:	\$ 9,004	3 employees)	
Internal Equity Adjustment (adj toward max):	\$ 4,635	(3 employees)	
Total Adjustment Cost:	\$ 18,241	approximately 7.93%	

Total Combined Cost: \$2,311,833

Plan Implementation

MAG is recommending that, in addition to an across the board increase, and an adjustment to the new proposed minimum of the pay range, the City take steps to address the questions of internally equitable (within the range) salary placement for every employee. The recommendations would accomplish the following:

- Bring about a greater measure of internal salary equity for employees
- Standardize the salary plan for internal administration
- Provide a simple, easy to understand plan for employees
- Freeze any salary that exceeds the range maximum
- Simplify future adjustments to the structure to accommodate market changes.



These recommended changes provide a solid foundation for employee compensation that should serve the City and the employees well as they move into the future. The City of Murfreesboro is a remarkable organization and is served by loyal, dedicated and professional employees.



SECTION 2.0
Selected Personnel Policies

2.0 – Selected Personnel Policies

As part of the overall study, Management Advisory Group was requested to offer observations and recommendations regarding personnel policies. An objective statement of personnel policies also includes the expressed outcome to attract, reward, and retain qualified employees who can help City of Murfreesboro, Tennessee achieve its mission. In support of the vision statement, MAG recommendation(s) will assist City of Murfreesboro, Tennessee 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; and,
- ✓ operate within the constraints of fiscal resources;
- ✓ be an employer that inspires excellence.

As an employer, City of Murfreesboro, Tennessee 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 equitable, fiscally sound and competitive in the defined marketplace.
2. Benchmarking of select classifications is used as a best practice for compensation of similar positions.
3. Competitive ranges are established for all classifications to provide the flexibility needed to adapt to market changes, maintain internal equity and address needs of the City that will ensure a high level of service to the residents of the City.
4. Starting pay for new employees is based upon education and work experience related to position 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 promotions and reclassifications.
7. Part-time/temporary employees may not be eligible for the same benefits as full-time employees.
8. Fair Labor Standards requirements will be applied fairly and consistently to applicable positions.

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 City classifications are reviewed as needed, but not less than every four (4) years.
11. Any increase in compensation is subject to available funding and approval by the City Council. There are no guaranteed salary increases.

Implementation of City-wide Study

Implementation Adjustments as a result of the implementation of a system-wide study shall not be subject to the same guidelines as the “Reclassification” guidelines, nor are they tied to any other existing or proposed policies governing salary adjustments or changes in position classification. Implementation Adjustments can be the result of the application of a formula, applied to all positions in the same pay plan, and are done to insure that employees’ salaries are internally equitable and are not done to reflect an individual “job audit” of a single member incumbent, “reclassification”, “promotion” or “demotion”. Implementation Adjustments are also not tied to performance measures. The City Manager may determine an Implementation Adjustment strategy that is separate and apart from the guidelines that cover any other personnel actions.

Compensation Related Policies:

The following recommendations cover recommendations for both the implementation of the plan, 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 changes that are subject to approval by the City Manager or his designee. In all instances of employee/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 pay raise will be moved upward at least 5% in the new pay range. An upgrade of two or more pay grades will be eligible for an additional 2.5% increase for each additional pay grade, up to a maximum of 10%. Any increase of more than 10% would require documentation by City of Murfreesboro Human Resources as needed and approval by the City Manager.

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, first day of the fiscal year, the effective date of this change will be the first day of the fiscal year regardless of the Council approval date.

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.

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 insure that employees' salaries are internally equitable and are not done to reflect an individual "job audit" of a single member incumbent. Internal Equity Adjustments are also not tied to performance measures. The City 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 grade adjusted accordingly. If the employee's salary is within the salary range of the new pay grade, there will be no adjustment in pay.

If, after the pay grade adjustment, the employee(s) salary is greater than the maximum salary of the new pay range, the employee's pay will be frozen/red circled at their current rate of pay until such time as the range is adjusted to allow further movement.

B. Promotion

1. When an employee is promoted to a position in a classification in a higher pay grade, the employee shall receive an increase of 5% for the first pay grade and 2.5% for each additional pay grade up to a maximum of 15% or the minimum of the new pay grade, whichever is greater. In no case will the new salary exceed the maximum of the new grade. The effective date will be the day of approval and will be included 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 City Manager *may recommend a higher salary placement within the assigned pay grade.*

C. Lateral Transfer

A lateral transfer occurs when an employee moves 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. Lateral transfers from one pay plan to another will result in the employee being placed in the new pay range.

D. Demotion

A demotion occurs when an employee is moved from a position in one job class to a position in a new job class which is in a lower pay grade. In most cases, when a demotion occurs, the incumbent can expect that their pay will be reduced commensurate to the reduction in pay grade (or pay range). Typically, unless the demotion is for the good of the City, there will be a 5% for the first grade and 2.5% for each additional grade to a maximum of 15% or the maximum of the new grade, whichever is greater. In no case shall the new pay be less than the minimum of the new pay grade. Changes in pay as a result of a demotion will be effective the date of approval and reflected in the next full pay period.

Demotions can occur for several reasons:

- a. *Demotion requested by Employee:* In some cases, an employee will request a demotion to a different job class in a lower pay grade. The reduction in salary would be handled as outlined above and would take effect within the next pay period.
- b. *Demotion for disciplinary reasons:* The reduction in salary would be handled as outlined above and would take effect within the next pay period.
- c. *Demotion for the good of the City:* If the demotion is at the request of the City for the good of the organization, there would be no reduction in salary. This is done when the assignment to the new, lower level position is needed to fill a critical need and usually is done on a short-term and/or emergency basis. This type of action, if there is no long-term need, is better handled/managed through a temporary assignment. However, it is possible that a demotion for the good of the City could occur on a long-term basis. This type of demotion would have to be approved by the City Manager. No decrease in salary would occur even if the current salary exceeds the maximum of the newly assigned range.
- d. *Demotion as an Accommodation:* Demotion may occur as a joint agreement between the City and the employee. If the employee is assigned to a job at a lower level, as salary reduction adjustment would be expected.

E. Temporary Assignment(s)

1. "Acting" 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 “acting” assignment(s) would be anticipated to last more than 30 days, but less than 6 months. A temporary or “acting” 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 of less than 90 days.
3. If the position assigned is in a lower pay grade there would no reduction in salary for the assigned employee even if the salary exceeded the maximum of the new pay range.
4. If the position assigned is in a higher 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, not to exceed 15% or the minimum of the assigned range. In no case shall the employee’s salary exceed the maximum of the new grade. Employees receiving temporary assignment pay shall sign an agreement acknowledging the understanding that they are receiving “Temporary Assignment Pay” and also acknowledging understanding that when the temporary assignment ends, the “assignment pay” will also end.

F. Hiring

1. The hire rate for a new employee with no equivalent and/or relevant level experience is the minimum of the salary range to which the job classification is assigned.
2. New hiring rates (or re-hires) for employees may consider experience that is comparable to that of the job for which being hired and that can be verified by the Human Resources Department. Starting salaries will be considered based on the length of the experience on a one year of credit for two years of experience, up to a maximum of five years of credit. *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 will be considered using the same formula as new hires.
3. Internal equity calculations, for the purposes of this study, have been based on a “30 year within the job class” calculation. Determination of a new salary offer for new hires or re-hires, would normally be calculated using this same equity formula, i.e., service credit would be calculated as a fraction of the full 30 year model, and would be placed in the proposed range accordingly.
4. 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 and length of service in the same/comparable 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 or rate that exceeds the current salaries of existing employees in the same job class with comparable qualifications/experience.

5. The Human Resources department may additionally consider current salary if the open position is determined to be a “hard to fill” position. “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 and the market conditions of the position at the time of a vacancy.
6. Hiring Range for positions certified as “hard to fill” positions (as certified by Human Resources) would be that span in salary between the minimum of the range and the midpoint. For Directorships or Assistant Director 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 senior leadership positions that are in directly comparable positions.

G. Maximum of the Range

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

I. Salary Adjustment for Department Directors

There should be some flexibility for making salary adjustments for Departmental Directors beyond an annual increase, when it is based on exceptional performance. The salaries of other substantially equivalent employees should also be given consideration so as to not create undue inequity in the salary relationships.

Future Salary Adjustment Recommendations

The cost to implement and maintain the compensation system should be driven by changes in the labor market 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 Economic 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 every three (3) to four (4) 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 and to immediate competitors can be made using a comprehensive methodology such as that used in this review.

To guide salary adjustment(s) for Departmental Directors and their direct reports, consideration should be given to adopting a performance-based plan which would have direct job-related criteria and would provide the ability to reward exceptional performance above that which might be provided under a seniority system. A job related performance management system allows for the work to be reviewed, goals to be set, and flexibility in providing a meaningful monetary response to exceptional performance.

For future adjustments, MAG does not recommend across the board salary increases as a general rule, but rather suggests that monies available for employee increases be used to fund adjustments to the structure and performance based increases using an objective, quantifiable system to evaluate job performance.

Maintaining the Integrity of a Plan

Cost of Living Increases within a Budget Year

If the cost of living adjustment is applied only to the base salary, then the employee would get the cost of living increase up to, but not exceeding the maximum of the range. If the cost of living adjustment is applied only to the compensation plan structure, only those employees falling below the new minimum of the pay grade would receive an increase. Such individual employee increases would be only to the minimum of the new grade.

Implementation of the 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 of Murfreesboro, Tennessee 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.

Placing Employees within the New Proposed Ranges

For employees whose current salary level is below the minimum level in the assigned range, the salary level would be the minimum in the range. For employees with current salary levels exceeding the maximum level in the assigned range, the salary would be frozen/red circled at that level, and the employee would be ineligible for any merit or cost of living increases until the range is adjusted to allow movement.

The placement of employees within the newly proposed salary matrix is based on a formula designed to address internal equity. *No salary for any employee is recommended for reduction.* Each employee has a calculated target salary based on their time in their current classification and is then recommended for placement in the new grade. The same calculation formula has been used for all employees included in the two plans and the one schedule. Positions within the Public Safety plan have a step plan. Positions within the

Unified Plan have an open range plan. The single salary schedule for the School Patrol Crossing Guards is an open range schedule.

Future Administration of the Plan

In order to retain the currency of the plan, the City, MAG will monitor and assist the City for the first year. At the end of that assistance period, the City has the option to continue with a maintenance agreement with MAG that would provide a recommended annual market adjustment of ranges. Under the provisions of MAG's maintenance agreement, optional assistance is always available to the City to review requests for reclassification; conduct spot surveys for market sensitive positions; provide ongoing maintenance such as database updates reflecting current salaries, terminations, and new-hires; and develop/change class descriptions.

Proposed Compensation Using the New Plan

The Classification Manager[®] software has established a target salary for each employee by first calculating the cost to raise the incumbent to the minimum of the new range (if appropriate). A formula is then applied that calculates a target salary for the employee based on the total days of service in his/ her current job class.

Plan Implementation

MAG recognizes that implementation of the new or revised compensation and classification programs must take into account the financial disposition, current salary levels and other variables unique to the City. Only after all of these factors are considered can a feasible implementation program be designed. MAG has worked to provide an implementation plan that will address any current compression issues and will provide a framework for external competitiveness.

It is especially important that during the current economic times that the City retain its' highly qualified work force by providing a fair, and competitive, compensation program. Additionally, it is equally important, that the City of Murfreesboro, Tennessee not overpay for positions. The proposed implementation plan carefully balances these two important considerations.

SECTION 3.0
Salary Survey Summary and
Salary Survey Detail

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

ACCOUNTANT

Descrip	Prepares and reviews documents of original entry into the accounting cycle. Analyzes general and subsidiary ledgers in the accounting system and makes adjustments and corrections as needed. Makes complex mathematical calculations in an efficient and accurate manner. Receipts money from various departments. Provides data for external audits. Prepares summaries, reports, and a variety of reconciling financial schedules. Collects payments from the public for various taxes, licenses, and applications, verifying accuracy of payments and maintaining City records.
Quals	Bachelor's degree from an accredited college or university with major course work in accounting required; some course work in business administration preferred. Two (2) years of accounting experience required; experience in governmental accounting or auditing preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	ACCOUNTANT	Good	\$34,209	\$46,427	\$58,644	71.4%	<input type="checkbox"/>		
FRANKLIN, TN	ACCOUNTING OFFICER	Good	\$39,356	\$47,459	\$55,561	41.2%	<input type="checkbox"/>		
CHATTANOOGA, TN	ACCOUNTANT I	Good	\$39,582	\$50,948	\$62,314	57.4%	<input type="checkbox"/>		
OAK RIDGE, TN	ACCOUNTANT	Good	\$40,830	\$51,033	\$61,235	50.0%	<input type="checkbox"/>		
GERMANTOWN, TN	ACCOUNTANT	Good	\$40,957	\$50,992	\$61,026	49.0%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	ACCOUNTANT II	Good	\$42,411	\$55,134	\$67,857	60.0%	<input type="checkbox"/>		
CLARKSVILLE, TN	ACCOUNTANT	Good	\$46,464	\$55,757	\$65,049	40.0%	<input type="checkbox"/>		
BRENTWOOD, TN	ACCOUNTANT	Good	\$47,091	\$58,864	\$70,637	50.0%	<input type="checkbox"/>		
Average			\$41,363	\$52,076	\$62,790	51.8%			
MURFREESBORO, TN									
	ACCOUNTANT		\$42,940	\$49,742	\$56,545	31.7%			
		\$ Difference	\$1,578	(\$2,334)	(\$6,245)				
		% Difference	3.7%	-4.7%	-11.0%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

ADMINISTRATIVE ASSISTANT

Descrip Provides expert administrative support to the assigned supervisor and assists with matters which do not require their personal attention. Independently composes and prepares correspondence, reports, minutes, and proofreads documents. Composes and accurately transcribes letters, memos, and reports. Answers telephone and has verbal interaction with the public, city and state officials, and department heads. Uses discretion in the direction of complaints. Maintains appointment calendars assigned supervisors. Maintains and organizes files and records for efficient operation of the assigned office. Works closely with department staff in situations requiring notification or attention in an expeditious manner.

Quals High school diploma or GED equivalent required, some college preferred. Four (4) years of prior secretarial experience required, education above the minimum may be substituted for experience. Must have the ability to be bonded.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	ADMINISTRATIVE SPECIALIST, SENIOR	Good	\$25,747	\$34,943	\$44,138	71.4%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	ADMINISTRATIVE ASSISTANT	Good	\$28,704	\$37,315	\$45,926	60.0%	<input type="checkbox"/>		
BRENTWOOD, TN	ADMINISTRATIVE SECRETARY	Good	\$29,931	\$37,409	\$44,886	50.0%	<input type="checkbox"/>		
GERMANTOWN, TN	ADMINISTRATIVE ASSISTANT	Good	\$32,740	\$40,434	\$48,128	47.0%	<input type="checkbox"/>		
OAK RIDGE, TN	ADMINISTRATIVE ASSISTANT	Good	\$33,571	\$41,964	\$50,356	50.0%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	ADMINISTRATIVE ASSISTANT	Good	\$34,963	\$41,580	\$48,197	37.9%	<input type="checkbox"/>		
FRANKLIN, TN	ADMINISTRATIVE ASSISTANT	Good	\$34,983	\$42,185	\$49,387	41.2%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	ADMINISTRATIVE ASSISTANT	Good	\$39,427	\$45,326	\$51,226	29.9%	<input type="checkbox"/>		
KNOXVILLE, TN	ADMINISTRATIVE ASSISTANT	Good	\$41,016	\$45,577	\$50,138	22.2%	<input type="checkbox"/>		

Average			\$33,454	\$40,748	\$48,042	43.6%			
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MURFREESBORO, TN	ADMINISTRATIVE ASSISTANT		\$37,486	\$43,424	\$49,362	31.7%			
		\$ Difference	\$4,032	\$2,676	\$1,320				
		% Difference	10.8%	6.2%	2.7%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

ADMINISTRATIVE SUPPORT SPECIALIST

Descrip Prepares agendas, attends meetings, and maintains all records of designated Boards and Committees in accordance with established policies and procedures. Prepares monthly and annual reports. Efficiently and accurately makes arithmetic calculations. Types correspondence and other documents for department personnel quickly and accurately proofreads documents. Maintains department files, records, plans, and inventories accurately and in accordance with public records laws and established policies and procedures. Promptly obtains and provides accurate and complete information when requested by members of the public, officials, and employees of the City.

Quals Graduation from an accredited high school or GED equivalent required. Five (5) years of administrative secretarial experience is required. Must possess excellent typing skills; at least fifty (50) words per minute preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
WILLIAMSON COUNTY, TN	ADMINISTRATIVE CLERK II	Good	\$23,608	\$30,690	\$37,772	60.0%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	ADMINISTRATIVE SPECIALIST	Good	\$24,337	\$33,029	\$41,720	71.4%	<input type="checkbox"/>		
CHATTANOOGA, TN	ADMINISTRATIVE SUPPORT SPECIALIST	Good	\$28,137	\$36,211	\$44,285	57.4%	<input type="checkbox"/>		
CLARKSVILLE, TN	ADMINISTRATIVE SUPPORT SPECIALIST	Good	\$32,464	\$38,145	\$43,826	35.0%	<input type="checkbox"/>		
KNOXVILLE, TN	ADMINISTRATIVE SPECIALIST	Good	\$41,016	\$45,577	\$50,138	22.2%	<input type="checkbox"/>		

Average **\$29,912** **\$36,730** **\$43,548** **45.6%**

MURFREESBORO, TN	ADMINISTRATIVE SUPPORT SPECIALIST		\$33,382	\$38,670	\$43,958	31.7%
		\$ Difference	\$3,470	\$1,940	\$410	
		% Difference	10.4%	5.0%	0.9%	

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

AIRPORT MANAGER

Descrip Responsible for the day-to-day operations of the City Municipal Airport including fueling, tie-down and hangar rentals, and maintenance operations. Reviews and makes recommendations to the Airport Commission on applications from persons seeking to conduct commercial activities at the airport. Performs administrative duties including the preparation and administration of budgets, records, work orders, and purchasing. Negotiates contractual agreements as authorized. Performs a variety of public relations and marketing duties. Provides recommendations regarding equipment purchases and requisitions all supplies and material needed for effective airport operations. Makes personal visual inspections of space and facilities. Plans and maintains Airport Master Plan and Airport Layout Plan.

Quals A bachelor's degree in Aviation Management or related field is preferred. Must have a minimum of two (2) years of practical experience in aviation management. Must have a driver's license valid in the State. Private pilot's license, or better, desirable but not required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF MCKINNEY, TX	AIRPORT MANAGER	Good					<input type="checkbox"/>		\$122,735
COLLEGEDALE AIRPORT	AIRPORT DIRECTOR	Good					<input type="checkbox"/>		\$42,495
ATHENS-CLARKE COUNTY UNIFIED GOVERNMENT, GA	AIRPORT OPERATIONS SUPERVISOR	Good	\$42,209	\$54,872	\$67,534	60.0%	<input type="checkbox"/>		
CITY OF COLUMBIA, MO	AIRPORT SUPERINTENDENT	Good	\$52,757	\$65,946	\$79,135	50.0%	<input type="checkbox"/>		
MEMPHIS DEWITT SPAIN AIRPORT	AIRPORT OPERATIONS MANAGER	Good	\$73,761	\$77,859	\$81,957	11.1%	<input type="checkbox"/>		

Average			\$56,242	\$66,226	\$76,209	35.5%			\$82,615
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MURFREESBORO, TN	AIRPORT MANAGER		\$59,527	\$72,920	\$86,314	45.0%		
		\$ Difference	\$3,284	\$6,695	\$10,105			
		% Difference	5.5%	9.2%	11.7%			

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

ASSISTANT FIRE CHIEF

Descrip Coordinates with the Fire Chief and Deputy Fire Chief on various operational and administrative matters. Serves as Incident Commander at major fires, emergencies, and natural disasters as appropriate. Manages and inventories City-owned equipment and makes purchases. Manages personnel programs, procedures, and records. Manages the recruitment and hiring process for new applicants. Plans, directs, coordinates, and delegates the daily operations of the Fire & Rescue Department. Counsels and makes decisions on unusual and difficult problems encountered by subordinates. Investigates complaints from the public and employees and makes recommendations for resolution. Develops, recommends, and supervises implementation of approved general orders and policies in coordination with the Deputy Fire Chief and Fire Chief. Creates accurate records and analyzes daily, monthly, and yearly reports.

Quals Must hold Officer rank and have held it for a minimum of one (1) year. Supervisory experience at a command level for more than one (1) year is preferred. Must possess ten (10) years of experience in a full-time paid fire department. Education beyond high school degree is preferred. Bachelor's degree in Business or Public Administration is preferred. Must be certified by the State as an Officer I and Instructor I. Must possess or have the ability to obtain a driver's license valid in the State and the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CLARKSVILLE, TN	ASSISTANT FIRE CHIEF	Good	\$51,144	\$63,930	\$76,715	50.0%	<input type="checkbox"/>		
KNOXVILLE, TN	FIRE ASSISTANT CHIEF	Good	\$61,324	\$65,193	\$69,061	12.6%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	ASSISTANT FIRE CHIEF	Good	\$64,529	\$87,574	\$110,619	71.4%	<input type="checkbox"/>		
CHATTANOOGA, TN	ASSISTANT FIRE CHIEF	Good	\$65,205	\$75,142	\$85,078	30.5%	<input type="checkbox"/>		
BRENTWOOD, TN	ASSISTANT FIRE CHIEF	Good	\$66,144	\$80,954	\$95,763	44.8%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	ASSISTANT FIRE CHIEF	Good	\$66,485	\$79,067	\$91,650	37.9%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	FIRE ASSISTANT CHIEF	Good	\$71,188	\$84,239	\$97,290	36.7%	<input type="checkbox"/>		
GERMANTOWN, TN	ASSISTANT FIRE CHIEF	Good	\$71,703	\$93,215	\$114,726	60.0%	<input type="checkbox"/>		

Average			\$64,715	\$78,664	\$92,613	43.1%			
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MURFREESBORO, TN	ASSISTANT FIRE CHIEF		\$64,597	\$79,131	\$93,665	45.0%			
		\$ Difference	(\$118)	\$467	\$1,052				
		% Difference	-0.2%	0.6%	1.1%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

ASSISTANT HUMAN RESOURCES DIRECTOR

Descrip Provides skilled assistance to the Human Resources Director in all phases of personnel and benefit management. Coordinates HR policies and programs with emphasis on the benefits and insuring that the organization is in full compliance with applicable laws and regulations. Works closely with the Director of Human Resources in developing, implementing and evaluating ongoing HR policies, programs, functions and activities including the Employee Assistance Programs (EAP), Americans with Disabilities Act (ADA) functions, generation of payrolls pursuant to Fair Labor Standards Act (FLSA), and ensuring City compliance with other state and federal personnel and employment regulations. Assumes responsibility for all department operations in the absence of the Director.

Quals Bachelor's degree in Human Resources, Business Administration, Public Administration, Accounting, Psychology, or closely related field and at least five (5) years of progressively responsible personnel management experience (preferably in a governmental environment) required; or, any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must possess or have the ability to obtain a driver's license valid in the State with the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ATHENS-CLARKE COUNTY UNIFIED GOVERNMENT, GA	ASSISTANT HUMAN RESOURCES DIRECTOR	Good	\$61,065	\$79,385	\$97,704	60.0%	<input type="checkbox"/>		
TOWN OF CARY, NC	EMPLOYEE RELATIONS MANAGER	Good	\$64,626	\$85,623	\$106,621	65.0%	<input type="checkbox"/>		
LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT	DEPUTY DIRECTOR OF HR	Good	\$67,127	\$89,507	\$111,887	66.7%	<input type="checkbox"/>		
CITY OF MCKINNEY, TX	HUMAN RESOURCES MANAGER	Good	\$67,732	\$82,972	\$98,212	45.0%	<input type="checkbox"/>		
CHATTANOOGA, TN	DEPUTY DIRECTOR HUMAN RESOURCES	Good	\$71,102	\$91,505	\$111,907	57.4%	<input type="checkbox"/>		
FRANKLIN, TN	ASSISTANT DIRECTOR HR/BENEFITS SPECIALIST	Good	\$79,787	\$96,214	\$112,640	41.2%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	HUMAN RESOURCES ASSISTANT DIRECTOR	Good	\$87,036	\$111,603	\$136,171	56.5%	<input type="checkbox"/>		

Average			\$71,211	\$90,973	\$110,734	55.5%			
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MURFREESBORO, TN	ASSISTANT HUMAN RESOURCES DIRECTOR		\$67,212	\$82,335	\$97,458	45.0%			
		\$ Difference	(\$3,999)	(\$8,638)	(\$13,276)				
		% Difference	-5.9%	-10.5%	-13.6%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

ASSISTANT POLICE CHIEF

Descrip Performs the duties of the Deputy Police Chief and the Police Chief in the absence of those employees. Assists the Police Chief and Deputy Police Chief with managing all aspects of the Police Department operation, including, but not limited to, employment, promotion, policy development, counseling, discipline, litigation and termination recommendations. Provides daily reports to the Police Chief on Department events as they may develop. Reviews and approves all requests for training and travel by Department personnel as requested or necessary.

Quals Must be a high school graduate or possess equivalent; college degree, preferred. Must have at least ten (10) years of law enforcement experience and currently hold the rank of Police Department Police Lieutenant or higher, or its equivalent. Successful completion of a program of advanced law enforcement education such as the Federal Bureau of Investigation (FBI) National Academy, Northwestern University School of Police Staff and Command, National Forensics Academy, or other such program deemed comparable, preferred. Must have been a certified Law Enforcement Officer for at least ten (10) years; current certification under State Code desirable. Must possess a driver's license valid in the State with the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	ASSISTANT CHIEF OF OPERATIONS/ADMINISTRATION	Good	\$58,888	\$79,919	\$100,949	71.4%	<input type="checkbox"/>		
BRENTWOOD, TN	ASSISTANT POLICE CHIEF	Good	\$66,144	\$80,954	\$95,763	44.8%	<input type="checkbox"/>		
CHATTANOOGA, TN	ASSISTANT POLICE CHIEF	Good	\$73,246	\$88,524	\$103,802	41.7%	<input type="checkbox"/>		

Average **\$66,093** **\$83,132** **\$100,171** **51.6%**

MURFREESBORO, TN ASSISTANT POLICE CHIEF

\$ Difference \$967 (\$983) (\$2,933)

% Difference 1.4% -1.2% -3.0%

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

ASSISTANT PROGRAM COORDINATOR

Descrip Plans, implements, initiates, coordinates, participates in, monitors and conducts, in conjunction with the Program Coordinator and Facility Superintendent, a comprehensive program of recreational activities and programs which meets the needs of people of all ages, interests and abilities. Schedules, trains and supervises assigned part-time staff. Monitors the activities occurring in the recreational area, as well as the appearance and maintenance of the assigned building and surrounding areas and provides general cleaning as necessary. Maintains accurate records pertaining to activities, fees and charges, accidents, programming records and attendance on a daily basis. Submits weekly and monthly reports as assigned. Assures that all participants and personnel follow City and departmental policies.

Quals A minimum of two (2) years of college with related work experience is required. Graduation from an accredited college or university with major emphasis in the field of Recreation or Health, Physical Education, Recreation and Safety or related studies, with experience in parks and recreation preferred. Must possess current CPR/AED certifications or the ability to obtain same within six (6) months from date of hire.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
KNOXVILLE, TN	ASSISTANT RECREATION PROGRAM SPECIALIST	Good	\$33,017	\$36,516	\$40,015	21.2%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	ASSSISTANT PROGRAM COORDINATOR	Good	\$36,626	\$47,614	\$58,601	60.0%	<input type="checkbox"/>		

Average **\$34,822** **\$42,065** **\$49,308** **41.6%**

MURFREESBORO, TN ASSISTANT PROGRAM COORDINATOR

\$ Difference (\$3,319) (\$5,572) (\$7,825)

% Difference -10.5% -15.3% -18.9%

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

CITY ATTORNEY

Descrip Performs difficult professional and administrative work planning and supervising the activities of the City Attorney's Office and personally performs the most difficult and complex legal task for the City. Attends Council meetings and serves as legal advisor to the City Council, the City Manager, of all departments, boards, commissions and other officials of the City in all matters affecting the interests of the City and upon request, furnishes a written opinion on any question of law involving their respective official powers and duties. Represent the city as counsel in any civil case in which it is interested and in criminal cases in which the presence of the city attorney or prosecuting attorney is required by general law or in such classifications of cases as the council may direct. With the approval of Council, institutes and prosecutes all legal proceedings that are necessary or proper to protect the interest of the city.

Quals Graduation from a law school of recognized standing and/or as otherwise set forth by law -extensive experience as a practicing attorney in the State, some of which shall have been in the practice of local government law. Membership in the State Bar or eligibility to obtain membership within six (6) months of appointment.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ATHENS-CLARKE COUNTY UNIFIED GOVERNMENT, GA	COUNTY ATTORNEY	Good					<input type="checkbox"/>		\$159,766
CITY OF GREENVILLE, SC	CITY ATTORNEY	Good					<input type="checkbox"/>		\$180,003
KNOXVILLE, TN	LAW DIRECTOR	Good					<input type="checkbox"/>		\$152,894
OAK RIDGE, TN	CITY ATTORNEY	Good					<input type="checkbox"/>		\$109,325
TOWN OF CARY, NC	TOWN ATTORNEY	Good					<input type="checkbox"/>		\$154,565
LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT	MANAGING ATTORNEY	Good	\$72,696	\$97,212	\$121,727	67.4%	<input type="checkbox"/>		
CLARKSVILLE, TN	CITY ATTORNEY	Good	\$74,178	\$96,432	\$118,685	60.0%	<input type="checkbox"/>		
CITY OF COLUMBIA, MO	CITY COUNSELOR	Good	\$90,501	\$119,914	\$149,327	65.0%	<input type="checkbox"/>		
CHATTANOOGA, TN	CITY ATTORNEY	Good	\$90,746	\$116,785	\$142,824	57.4%	<input type="checkbox"/>		
BRENTWOOD, TN	CITY ATTORNEY	Good	\$92,934	\$116,168	\$139,402	50.0%	<input type="checkbox"/>		
FRANKLIN, TN	CITY ATTORNEY	Good	\$100,900	\$121,700	\$142,500	41.2%	<input type="checkbox"/>		
Average			\$86,993	\$111,368	\$135,744	56.0%			\$151,311

MURFREESBORO, TN	CITY ATTORNEY		\$98,852	\$121,093	\$143,334	45.0%			
		\$ Difference	\$11,860	\$9,725	\$7,590				
		% Difference	12.0%	8.0%	5.3%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

CITY MANAGER

Descrip Provides guidance and direction to ensure the efficient management and effective operation of city services. Exercises leadership with department heads, prepares and presents programs for approval to of the City Council and coordinates the implementation of approved programs. May represent the City before other local government entities, state government departments, elected officials and other non-profit agencies. Responds to citizens' complaints and concerns; prepares and reviews the city budget; prepares and reviews bid specifications, with the ability to make appropriate recommendations; knows and administers city personnel policies; and possesses a working knowledge of employment and other laws applicable to local governments.

Quals Bachelor's degree from an accredited college or university is required. An undergraduate or a Master's Degree in Public Administration or Business Administration is preferred. Minimum five (5) years of progressively responsible work experience as a City Manager, Deputy City Manager, Assistant City Manager or department head in a municipal government is required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ATHENS-CLARKE COUNTY UNIFIED GOVERNMENT, GA	COUNTY MANAGER	Good					<input type="checkbox"/>		\$183,475
BRENTWOOD, TN	CITY MANAGER	Good					<input type="checkbox"/>		\$160,600
CITY OF GREENVILLE, SC	CITY MANAGER	Good					<input type="checkbox"/>		\$192,109
GERMANTOWN, TN	CITY ADMINISTRATOR	Good					<input type="checkbox"/>		\$183,750
KNOXVILLE, TN	DEPUTY TO MAYOR	Good					<input type="checkbox"/>		\$156,622
NASHVILLE-DAVIDSON COUNTY, TN	DEPUTY MAYOR	Good					<input type="checkbox"/>		\$144,942
OAK RIDGE, TN	CITY MANAGER	Good					<input type="checkbox"/>		\$154,814
TOWN OF CARY, NC	TOWN MANAGER	Good					<input type="checkbox"/>		\$202,134
TOWN OF COLLIERVILLE, TN	TOWN ADMINISTRATOR	Good					<input type="checkbox"/>		\$140,399
TOWN OF SMYRNA, TN	TOWN MANAGER	Good					<input type="checkbox"/>		\$120,000
LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT	CHIEF ADMINISTRATIVE OFFICER	Good	\$102,300	\$138,106	\$173,912	70.0%	<input type="checkbox"/>		
CITY OF COLUMBIA, MO	CITY MANAGER	Good	\$119,688	\$158,587	\$197,485	65.0%	<input type="checkbox"/>		
FRANKLIN, TN	CITY ADMINISTRATOR	Good	\$143,778	\$173,380	\$202,981	41.2%	<input type="checkbox"/>		

Average		\$121,922	\$156,691	\$191,459	57.0%	\$163,884
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MURFREESBORO, TN	CITY MANAGER	\$116,960	\$143,276	\$169,591	45.0%	
		\$ Difference	(\$4,962)	(\$13,415)	(\$21,868)	
		% Difference	-4.2%	-9.4%	-12.9%	

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

COMMUNICATIONS SPECIALIST

Descrip Serves as a producer and director of the Communications Department for programming on the City's governmental television station, YouTube channel, other video webstreaming outlets and social media networks, videos for training and safety, and the video production of City-sponsored or supported community and/or recreational events. Creates, coordinates, produces, writes scripts, directs and edits the highest possible quality local government television programming that is impartial, informative, interesting and beneficial to the citizens of the City by following the Programming Policy and Procedures for CityTV.

Quals High school diploma or GED equivalent required. Bachelor's Degree in the area of Television Production or closely related area preferred. Two (2) years of work experience at full-time paid employment in professional television production required. Must possess a driver's license valid in the State with the ability to safely operate a motor vehicle and cargo van.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
NASHVILLE-DAVIDSON COUNTY, TN	VIDEO PRODUCTION SPECIALIST	Good	\$32,036	\$36,844	\$41,651	30.0%	<input type="checkbox"/>		
CHATTANOOGA, TN	PUBLIC INFORMATION SPECIALIST	Good	\$35,911	\$46,216	\$56,520	57.4%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	CABLE ACCESS MANAGER	Good	\$40,393	\$52,511	\$64,628	60.0%	<input type="checkbox"/>		
KNOXVILLE, TN	AUDIO VIDEO TECHNICIAN, SENIOR	Good	\$41,016	\$45,577	\$50,138	22.2%	<input type="checkbox"/>		

Average **\$37,339** **\$45,287** **\$53,234**

MURFREESBORO, TN	COMMUNICATIONS SPECIALIST		\$40,728	\$47,179	\$53,630	31.7%			
		\$ Difference	\$3,389	\$1,892	\$396				
		% Difference	8.3%	4.0%	0.7%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

CREW LEADER

Descrip Performs and supervises performance of physical tasks required to clean and maintain departmental grounds and facilities, including ball fields, pools, parks, buildings, playgrounds and all related infrastructure. Operates and supervises operation of listed equipment and tools. Assigns tasks to full-time and part-time employees. Develops and performs preventive and routine maintenance measures on assigned park facilities. Executes new construction as required. Performs all needed repairs of facilities and equipment and coordinates other repairs with outside contractors. Performs general and specific tasks requiring carpentry, roofing, plumbing, electrical and HVAC repairs for parks, buildings, pools, etc.

Quals Graduation from an accredited high school or GED equivalent is required. Must possess a driver's license valid in the State with the ability to safely operate a motor vehicle. CDL license is preferred. Must have three (3) years of experience in the building maintenance area.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	CREW LEADER	Good	\$29,978	\$40,685	\$51,391	71.4%	<input type="checkbox"/>		
CHATTANOOGA, TN	CREW SUPERVISOR II	Good	\$31,021	\$39,923	\$48,824	57.4%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	SANITATION LEADER	Good	\$32,810	\$36,180	\$39,551	20.5%	<input type="checkbox"/>		
BRENTWOOD, TN	GROUNDS SPECIALIST II	Good	\$33,509	\$41,892	\$50,274	50.0%	<input type="checkbox"/>		
OAK RIDGE, TN	PARKS MAINTENANCE CREW CHIEF	Good	\$33,571	\$41,964	\$50,356	50.0%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	MAINTENANCE SUPERVISOR	Good	\$34,870	\$41,855	\$48,839	40.1%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	CREW LEADER	Good	\$37,888	\$45,058	\$52,228	37.9%	<input type="checkbox"/>		
FRANKLIN, TN	MAINTENANCE CREW CHIEF	Good	\$39,356	\$47,459	\$55,561	41.2%	<input type="checkbox"/>		
CLARKSVILLE, TN	GROUNDS AND FACILITIES CREW CHIEF	Good	\$39,958	\$46,951	\$53,943	35.0%	<input type="checkbox"/>		
KNOXVILLE, TN	MAINTENANCE CREW LEADER	Good	\$45,973	\$51,202	\$56,430	22.7%	<input type="checkbox"/>		

Average			\$35,893	\$43,317	\$50,740	41.4%
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MURFREESBORO, TN	CREW LEADER		\$32,698	\$37,878	\$43,057	31.7%
		\$ Difference	(\$3,195)	(\$5,439)	(\$7,683)	
		% Difference	-9.8%	-14.4%	-17.8%	

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

CUSTODIAN

Descrip Sweeps, mops and waxes floors and stairwells on a routine basis. Vacuums and cleans carpets on a routine basis. Cleans windows and changes light bulbs as needed. Dusts and/or polishes and/or paints furniture, window ledges, banisters, ceilings, radiators, bleachers, light fixtures, etc. Maintains and cleans restrooms, drinking fountains, and kitchens in a sanitary manner. Removes litter and waste paper from inside the building and on the grounds surrounding the building.

Quals Graduation from an accredited high school or GED equivalent is required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	CUSTODIAN	Good	\$17,286	\$23,460	\$29,633	71.4%	<input type="checkbox"/>		
GERMANTOWN, TN	CLEANING SERVICES WORKER	Good	\$20,889	\$24,023	\$27,156	30.0%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	CUSTODIAN I	Good	\$21,424	\$27,851	\$34,278	60.0%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	CUSTODIAN	Good	\$23,397	\$27,825	\$32,253	37.9%	<input type="checkbox"/>		
BRENTWOOD, TN	MAINTENANCE WORKER	Good	\$23,858	\$29,817	\$35,776	50.0%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	CUSTODIAN I	Good	\$24,008	\$26,483	\$28,958	20.6%	<input type="checkbox"/>		
KNOXVILLE, TN	CUSTODIAN	Good	\$25,607	\$28,115	\$30,622	19.6%	<input type="checkbox"/>		
FRANKLIN, TN	CUSTODIAN	Good	\$27,640	\$33,331	\$39,022	41.2%	<input type="checkbox"/>		

Average			\$23,014	\$27,613	\$32,212	40.0%			
MURFREESBORO, TN	CUSTODIAN		\$21,507	\$24,914	\$28,320	31.7%			
		\$ Difference	(\$1,507)	(\$2,699)	(\$3,892)				
		% Difference	-7.0%	-10.8%	-13.7%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

CUSTOMER SERVICE CLERK

Descrip Operates within state-of-the-art, off-the-shelf Customer Information System (CIS) software, utilizing graphical user interface on a personal computer for customer contact management, account and premise management, service order and mobile workforce management and customer billing management. Works with customers to resolve inquiries pertaining to charges and services. Makes simple mathematical calculations in an efficient and accurate manner. Takes orders from customers initiating or discontinuing service. Types letters and forms, and maintains files and various other office records. Activates or de-activates customer accounts for computer billing purposes. Assists customers in purchase of water and/or sewer taps.

Quals High School diploma or GED equivalent required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CHATTANOOGA, TN	CUSTOMER SERVICE REPRESENTATIVE I	Good	\$24,306	\$31,281	\$38,255	57.4%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	CUSTOMER SERVICE CLERK	Good	\$24,337	\$33,029	\$41,720	71.4%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	CUSTOMER SERVICE FIELD REPRESENTATIVE I	Good	\$25,689	\$29,541	\$33,394	30.0%	<input type="checkbox"/>		
GERMANTOWN, TN	CUSTOMER SERVICE CLERK	Good	\$26,418	\$32,098	\$37,778	43.0%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	CUSTOMER SERVICE REPRESENTATIVE	Good	\$27,475	\$32,675	\$37,875	37.9%	<input type="checkbox"/>		
CLARKSVILLE, TN	CUSTOMER SERVICE REPRESENTATIVE	Good	\$28,427	\$32,691	\$36,955	30.0%	<input type="checkbox"/>		
KNOXVILLE, TN	CUSTOMER SERVICE REPRESENTATIVE	Good	\$29,789	\$32,868	\$35,946	20.7%	<input type="checkbox"/>		

Average **\$26,634** **\$32,026** **\$37,418** **40.5%**

MURFREESBORO, TN CUSTOMER SERVICE CLERK

\$ Difference \$1,992 \$1,134 \$276

% Difference 7.0% 3.4% 0.7%

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

DEPUTY POLICE CHIEF

Descrip Performs the duties of the Police Chief in the absence of that employee. Assists the Police Chief with managing and directing all aspects of the day-to-day Police Department operation, including, but not limited to, employment, promotion, policy development, counseling, discipline, litigation and termination recommendations. Provides daily reports to the Police Chief on Department events as they may develop. Reviews and approves all requests for training and travel by Department personnel. Reviews, and when complete, approves all Supervisor's Event Reports as forwarded through the chain of command. Reviews and approves all Drug Fund purchases. Reviews and approves all Drug Fund requests for fund advances. Authorizes Drug Fund checks for agent advances by signature. Reviews and approves proposals for grant applications as requested or necessary.

Quals Must be a high school graduate or possess equivalent; college degree, preferred. Must have at least ten (10) years of law enforcement experience and must currently hold the rank of Police Department Police Captain or higher, or its equivalent. Successful completion of a program of advanced law enforcement education such as the Federal Bureau of Investigation (FBI) National Academy, Northwestern University School of Police Staff and Command, National Forensics Academy, or other such program deemed comparable, preferred. Must have been a certified Law Enforcement Officer for at least ten (10) years; current certification under State Code desirable. Must possess a driver's license valid in the State with the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
WILLIAMSON COUNTY, TN	CHIEF DEPUTY SHERIFF	Good	\$58,988	\$76,684	\$94,380	60.0%	<input type="checkbox"/>		
CLARKSVILLE, TN	DEPUTY CHIEF (POLICE)	Good	\$64,378	\$78,863	\$93,347	45.0%	<input type="checkbox"/>		
OAK RIDGE, TN	DEPUTY POLICE CHIEF	Good	\$69,804	\$87,245	\$104,686	50.0%	<input type="checkbox"/>		
CHATTANOOGA, TN	DEPUTY POLICE CHIEF	Good	\$74,657	\$96,080	\$117,502	57.4%	<input type="checkbox"/>		
FRANKLIN, TN	POLICE DEPUTY CHIEF	Good	\$79,787	\$96,214	\$112,640	41.2%	<input type="checkbox"/>		
KNOXVILLE, TN	POLICE DEPUTY CHIEF	Good	\$81,541	\$89,734	\$97,927	20.1%	<input type="checkbox"/>		
GERMANTOWN, TN	DEPUTY POLICE CHIEF	Good	\$93,241	\$103,984	\$114,726	23.0%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	POLICE DEPUTY CHIEF	Good	\$98,107	\$129,488	\$160,869	64.0%	<input type="checkbox"/>		

Average			\$77,563	\$94,786	\$112,010	44.4%			
MURFREESBORO, TN	DEPUTY POLICE CHIEF		\$77,447	\$94,872	\$112,297	45.0%			
		\$ Difference	(\$116)	\$86	\$288				
		% Difference	-0.1%	0.1%	0.3%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

DIRECTOR, GOLF

Descrip Manages the operations and staff of the Golf Department and assigns responsibility for activities of the Department. Sets and organizes tournament operations for each golf course. Works closely with Turf Care Manager to coordinate turf-care practices and course closures along with tournament set-ups. Oversees purchases for all golf courses including resale golf shop items. Attends Golf Commission meetings and works with Commission to set golf course policies, procedures, and prices. Provides information to the Commission regarding golf course activities. Trains and supervises golf shop staff on daily operations.

Quals Bachelor's degree from an accredited college or a high school diploma or GED with minimum five (5) years related experience. A Class A PGA membership is highly desirable. Possess a driver's license valid in the State and the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
NASHVILLE-DAVIDSON COUNTY, TN	GOLF COURSE MANAGER	Good	\$47,958	\$55,150	\$62,342	30.0%	<input type="checkbox"/>		
LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT	GOLF SERVICES MANAGER	Good	\$49,454	\$65,113	\$80,772	63.3%	<input type="checkbox"/>		
CHATTANOOGA, TN	DIRECTOR GOLF COURSE	Good	\$50,531	\$65,031	\$79,530	57.4%	<input type="checkbox"/>		
CLARKSVILLE, TN	GOLF COURSE MANAGER	Good	\$55,898	\$67,078	\$78,257	40.0%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	CERTIFIED GOLF COURSE SUPERINTENDENT	Good	\$56,616	\$67,331	\$78,046	37.9%	<input type="checkbox"/>		

Average **\$52,091** **\$63,940** **\$75,789** 45.5%

MURFREESBORO, TN **DIRECTOR, GOLF**

\$ Difference \$13,806 \$16,784 \$19,762

% Difference 21.0% 20.8% 20.7%

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

DIRECTOR, RECREATION

Descrip Plans, promotes, organizes, supervises, develops and directs through administrative and supervisory staff, program services and operations of the Parks and Recreation Department. Performs performance evaluations of staff as required. Directs the recruitment, selection, training, assignment, supervision and discipline of all staff. Prepares operations and capital budgets, supervises expenditures of funds and is responsible for accurate accounting of funds. Presents and quantifies to the advisory and governing bodies the need for funds. Maintains adequate administrative reports and records. Initiates and supervises safety programs for the Parks and Recreation Department.

Quals Graduation from an accredited college or university with a Master's Degree or Master's level work in Parks and Recreation Administration or closely related field with five (5) years of experience preferred. A four-year degree in Parks and Recreation or closely related field with at least seven (7) years of responsible experience in administration and supervision in the Parks and Recreation field is required. Possess a driver's license valid in the state with the ability to safely operate a motor vehicle. Must be a certified Recreation Professional in good standing with the State Recreation and Parks Association.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF MCKINNEY, TX	PARKS, RECREATION AND OPEN SPACE DIRECTOR	Good					<input type="checkbox"/>		\$138,050
GERMANTOWN, TN	DIRECTOR - PARKS AND RECREATION	Good					<input type="checkbox"/>		\$125,000
KNOXVILLE, TN	PARKS AND RECREATION DIRECTOR	Good					<input type="checkbox"/>		\$96,324
TOWN OF CARY, NC	DIRECTOR OF PARKS, RECREATION AND CULTURAL RESOURCES	Good					<input type="checkbox"/>		\$111,862
FRANKLIN, TN	PARKS AND RECREATION SUPERINTENDENT	Good	\$49,810	\$60,065	\$70,320	41.2%	<input type="checkbox"/>		
CHATTANOOGA, TN	DIRECTOR RECREATION	Good	\$58,496	\$75,281	\$92,066	57.4%	<input type="checkbox"/>		
BRENTWOOD, TN	PARKS AND RECREATION DIRECTOR	Good	\$66,144	\$82,691	\$99,237	50.0%	<input type="checkbox"/>		
LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT	DIRECTOR PARKS AND RECREATION	Good	\$67,127	\$89,507	\$111,887	66.7%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	DIRECTOR, PARKS, RECREATION AND COMMUNITY SERVICES	Good	\$67,349	\$91,967	\$116,585	73.1%	<input type="checkbox"/>		
OAK RIDGE, TN	RECREATION AND PARKS DIRECTOR	Good	\$69,804	\$87,245	\$104,686	50.0%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	DIRECTOR OF PARKS AND RECREATION	Good	\$72,046	\$85,681	\$99,316	37.9%	<input type="checkbox"/>		
ATHENS-CLARKE COUNTY UNIFIED GOVERNMENT, GA	LEISURE SERVICES DIRECTOR	Good	\$72,671	\$94,473	\$116,274	60.0%	<input type="checkbox"/>		
CLARKSVILLE, TN	PARKS AND RECREATION DIRECTOR	Good	\$74,178	\$96,432	\$118,685	60.0%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	DIRECTOR OF PARKS AND RECREATION	Good	\$76,169	\$99,020	\$121,870	60.0%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	PARKS AND RECREATION DIRECTOR	Good	\$87,036	\$127,466	\$167,896	92.9%	<input type="checkbox"/>		
CITY OF GREENVILLE, SC	DIRECTOR OF PARKS, RECREATION AND SUSTAINABILITY	Good	\$87,506	\$113,755	\$140,005	60.0%	<input type="checkbox"/>		
CITY OF COLUMBIA, MO	DIRECTOR OF PARKS AND RECREATION	Good	\$90,501	\$119,914	\$149,327	65.0%	<input type="checkbox"/>		

Average			\$72,218	\$94,115	\$116,012	60.6%			\$117,809
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MURFREESBORO, TN	DIRECTOR, RECREATION		\$77,933	\$95,468	\$113,003	45.0%			
		\$ Difference	\$5,715	\$1,353	(\$3,009)				
		% Difference	7.3%	1.4%	-2.7%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

DISPATCHER (POLICE DEPARTMENT)

Descrip	Hears and quickly comprehends various radio and telephone communications and establishes their priority. Speaks clearly by enunciating words and communicating messages and information logically and intelligently. Reads and comprehends TDD, computer communications and traffic cameras. Accurately enters data into a computer from police and fire radio transmissions. Handles emergency situations calmly and patiently.
Quals	Must possess a high school diploma or GED equivalent. Must meet all qualifications established by State Statutes, and as same may be amended. Must possess the ability to attain Police Dispatcher training and certifications within one (1) year of employment including, but not limited to: TIES basic certification; forty (40) hour class initially, followed by recertification every two (2) years thereafter by Terminal Agency Coordinator (TAC); APCO 911 certification; forty (40) hour class; and, Basic operational knowledge of computer-aided dispatch (CAD) functions, applications and basic maintenance.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	DISPATCHER	Good	\$27,159	\$36,858	\$46,557	71.4%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	COMMUNICATIONS OFFICER I	Good	\$29,468	\$35,367	\$41,265	40.0%	<input type="checkbox"/>		
BRENTWOOD, TN	PUBLIC SAFETY DISPATCHER I	Good	\$29,931	\$37,409	\$44,886	50.0%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	TELECOMMUNICATOR I	Good	\$30,118	\$39,153	\$48,188	60.0%	<input type="checkbox"/>		
OAK RIDGE, TN	PUBLIC SAFETY COMMUNICATION OFFICER	Good	\$30,472	\$38,085	\$45,697	50.0%	<input type="checkbox"/>		
CLARKSVILLE, TN	DISPATCHER	Good	\$34,606	\$40,662	\$46,718	35.0%	<input type="checkbox"/>		
GERMANTOWN, TN	PUBLIC SAFETY DISPATCH/JAILER	Good	\$36,055	\$41,921	\$47,787	32.5%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	FIRE/EMT DISPATCHER	Good	\$44,443	\$52,588	\$60,734	36.7%	<input type="checkbox"/>		
Average			\$32,781	\$40,255	\$47,729	45.6%			

MURFREESBORO, TN	DISPATCHER (POLICE DEPARTMENT)		\$30,539	\$35,377	\$40,214	31.7%
		\$ Difference	(\$2,242)	(\$4,878)	(\$7,515)	
		% Difference	-7.3%	-13.8%	-18.7%	

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

DRIVER (SOLID WASTE DEPARTMENT)

Descrip	Drives or operates a specific truck having specific routes of collection. Safely drives and operates any or all equipment at the Solid Waste Department and acts as driver or operator for a yard waste crew. Assists Driver by walking to piles of waste; uses pitchfork or rake to assist in final clean up at collection locations as necessary. Assists Laborers by helping lift heavy objects and cleaning areas of scattered trash. Safely operates a wheeled front-end loader located at the mulch site or a forklift located at the Solid Waste Department.
Quals	Education equivalent to graduation from an accredited high school. Education may be waived by experience. Must have at least six (6) months of continuous service as a Laborer with the City Solid Waste Department. Must possess a valid State Class B Driver's License or its equivalent.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	EQUIPMENT OPERATOR	Good	\$24,337	\$33,029	\$41,720	71.4%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	TRUCK DRIVER	Good	\$26,041	\$33,853	\$41,665	60.0%	<input type="checkbox"/>		
FRANKLIN, TN	SANITATION AND ENVIRONMENTAL SERVICES WORKER	Good	\$27,640	\$33,331	\$39,022	41.2%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	SANITATION WORKER	Good	\$28,106	\$31,443	\$34,780	23.7%	<input type="checkbox"/>		
Average			\$26,531	\$32,914	\$39,297	48.1%			

MURFREESBORO, TN	DRIVER (SOLID WASTE DEPARTMENT)		\$30,201	\$34,985	\$39,769	31.7%
	\$ Difference		\$3,670	\$2,071	\$472	
	% Difference		12.2%	5.9%	1.2%	

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

EQUIPMENT MECHANIC

Descrip Detects, determines the cause(s) of mechanical, electrical, and hydraulic problems, corrects the cause(s) of the problems, and performs related repairs as necessary. Performs preventive maintenance as recommended by manufacturers. Keeps accurate, complete, and timely records of repair work performed. Operates power tools while maintaining, fabricating, and repairing equipment. Performs welding, acetylene burning, brazing, and soldering as required. Performs general labor and cleaning related to golf course maintenance equipment. Trains all employees in proper operation and maintenance of machinery/vehicles. Keeps work area neat and organized as necessary for efficient job performance.

Quals Graduation from an accredited high school or GED equivalent preferred. Education requirement may be waived by experience. Must possess or have the ability to obtain a driver's license valid in the State with the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	MECHANIC	Good	\$28,568	\$38,771	\$48,973	71.4%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	MECHANIC	Good	\$28,704	\$37,315	\$45,926	60.0%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	EQUIPMENT MECHANIC	Good	\$29,774	\$35,408	\$41,043	37.9%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	MECHANIC II	Good	\$32,074	\$38,493	\$44,911	40.0%	<input type="checkbox"/>		
GERMANTOWN, TN	FACILITY MAINTENANCE TECHNICIAN I	Good	\$34,597	\$41,171	\$47,744	38.0%	<input type="checkbox"/>		
FRANKLIN, TN	EQUIPMENT TECHNICIAN	Good	\$34,983	\$42,185	\$49,387	41.2%	<input type="checkbox"/>		
KNOXVILLE, TN	EQUIPMENT TECHNICIAN I	Good	\$36,732	\$40,721	\$44,709	21.7%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	EQUIPMENT MECHANIC	Good	\$38,229	\$42,160	\$46,090	20.6%	<input type="checkbox"/>		
CLARKSVILLE, TN	EQUIPMENT MAINTENANCE MECHANIC	Good	\$39,958	\$46,951	\$53,943	35.0%	<input type="checkbox"/>		

Average			\$33,735	\$40,353	\$46,970	39.2%
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MURFREESBORO, TN	EQUIPMENT MECHANIC		\$34,359	\$39,801	\$45,244	31.7%
		\$ Difference	\$624	(\$551)	(\$1,726)	
		% Difference	1.8%	-1.4%	-3.8%	

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

EQUIPMENT OPERATOR

Descrip	Operates backhoes, rubber tired loaders, and/or other equipment used in construction, and/or 12 cubic yard vacuum/jet wash trucks in the cleaning, maintenance and/or repair of the potable water and repurified water distribution, and stormwater and wastewater collection systems. Interprets markings of utilities as color coded according to the State One Call. Performs daily and routine equipment maintenance such as greasing, belt adjustment, fluid levels, and system flushing.
Quals	Must possess a diploma from an accredited high school or have attained the GED equivalent. Three (3) years of experience in the field of wastewater collection/sewage systems and/or potable water distribution systems is preferred. Must possess a valid Class B Commercial Driver's License with the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CHATTANOOGA, TN	EQUIPMENT OPERATOR I	Good	\$23,550	\$29,125	\$34,699	47.3%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	HEAVY EQUIPMENT OPERATOR	Good	\$26,041	\$33,853	\$41,665	60.0%	<input type="checkbox"/>		
BRENTWOOD, TN	EQUIPMENT OPERATOR I	Good	\$26,728	\$33,405	\$40,082	50.0%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	EQUIPMENT OPERATOR I	Good	\$28,106	\$32,059	\$36,012	28.1%	<input type="checkbox"/>		
CLARKSVILLE, TN	EQUIPMENT OPERATOR	Good	\$28,427	\$32,691	\$36,955	30.0%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	HEAVY EQUIPMENT OPERATOR	Good	\$28,568	\$38,771	\$48,973	71.4%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	EQUIPMENT OPERATOR	Good	\$29,774	\$35,408	\$41,043	37.9%	<input type="checkbox"/>		
KNOXVILLE, TN	EQUIPMENT OPERATOR I	Good	\$29,789	\$32,868	\$35,946	20.7%	<input type="checkbox"/>		
GERMANTOWN, TN	EQUIPMENT OPERATOR	Good	\$29,913	\$35,297	\$40,681	36.0%	<input type="checkbox"/>		
OAK RIDGE, TN	EQUIPMENT OPERATIONS SPECIALIST	Good	\$30,472	\$38,085	\$45,697	50.0%	<input type="checkbox"/>		
FRANKLIN, TN	EQUIPMENT OPERATOR	Good	\$34,983	\$42,185	\$49,387	41.2%	<input type="checkbox"/>		

Average		\$28,759	\$34,886	\$41,013	42.6%
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MURFREESBORO, TN	EQUIPMENT OPERATOR		\$30,649	\$35,511	\$40,373	31.7%
		\$ Difference	\$1,890	\$625	(\$640)	
		% Difference	6.2%	1.8%	-1.6%	

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

FACILITY MAINTENANCE FOREMAN

Descrip Performs, and supervises performance of, physical tasks required to clean and maintain all functions of the assigned facilities, equipment and grounds including, but not limited to, pools, buildings, outside structures and park areas. Supervises, coordinates, monitors and assigns work to full-time and part-time staff. Operates, and supervises operation of, listed equipment, machinery and tools. Develops, plans and performs preventive maintenance measures on assigned facilities. Inspects and repairs facilities and equipment on a regular basis. Performs independent building maintenance repairs including, but not limited to, electrical, plumbing, carpentry, roofing, HVAC, and welding for existing indoor and outdoor facilities as well as new construction. Requests building and grounds maintenance supplies, janitorial supplies and parts or services from qualified vendors in compliance with purchasing guidelines.

Quals Graduation from an accredited high school or GED equivalent is required. Must have three (3) years of work experience in the building and parks maintenance field. Experience in supervising staff is preferred. Must possess a driver's license valid in the State and the ability to safely operate a motor vehicle. Licenses in HVAC, plumbing and electrical repairs is preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
WILLIAMSON COUNTY, TN	FACILITY MAINTENANCE COORDINATOR	Good	\$31,636	\$41,127	\$50,617	60.0%	<input type="checkbox"/>		
OAK RIDGE, TN	FACILITY MAINTENANCE FOREMAN	Good	\$33,571	\$41,964	\$50,356	50.0%	<input type="checkbox"/>		
KNOXVILLE, TN	PARKS AND RECREATION FACILITY FOREMAN	Good	\$36,732	\$40,721	\$44,709	21.7%	<input type="checkbox"/>		
CLARKSVILLE, TN	GROUNDS AND FACILITIES MAINTENANCE SPECIALIST	Good	\$36,747	\$43,178	\$49,608	35.0%	<input type="checkbox"/>		
GERMANTOWN, TN	FACILITY SERVICE COORDINATOR	Good	\$37,726	\$46,781	\$55,835	48.0%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	MAINTENANCE AND REPAIR LEADER II	Good	\$38,408	\$42,372	\$46,337	20.6%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	BUILDING MAINTENANCE SUPERVISOR	Good	\$38,439	\$52,490	\$66,541	73.1%	<input type="checkbox"/>		
FRANKLIN, TN	MAINTENANCE CREW CHIEF	Good	\$39,356	\$47,459	\$55,561	41.2%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	MAINTENANCE SUPERVISOR	Good	\$44,491	\$52,912	\$61,332	37.9%	<input type="checkbox"/>		

Average			\$37,456	\$45,445	\$53,433	42.7%			
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MURFREESBORO, TN	FACILITY MAINTENANCE FOREMAN		\$34,821	\$40,337	\$45,853	31.7%			
		\$ Difference	(\$2,635)	(\$5,108)	(\$7,580)				
		% Difference	-7.6%	-12.7%	-16.5%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

FACILITY SUPERINTENDENT - MAINTENANCE

Descrip Supervises and delegates tasks to full and part-time employees and sets up employees' work schedules. Inspects and repairs facilities and equipment on a regular basis and develops a preventive maintenance program for buildings, equipment, and grounds. Responsible for maintenance of all recreation facilities and their landscaping including, but not limited to, the mowing of lawns, emptying of garbage, preparing ball fields, pools, parks and buildings for use. Performs safety inspections on equipment, buildings, and grounds. Takes over duties of Crew Leaders in their absence. Responsible for orientation and training of new employees and volunteers. Establishes policies, procedures and methods used to perform the maintenance needed for facility and park rentals such as tournaments, shelter reservations, etc. Prepares and maintains proper reports, records, time sheets, and vehicle and equipment maintenance sheets for the Maintenance Division.

Quals Graduation from an accredited high school or GED equivalent required. Must have five (5) years of experience in the maintenance area and three (3) years of experience in a supervisory position. Must possess or have the ability to obtain a driver's license valid in the State and the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CHATTANOOGA, TN	FACILITIES SUPERINTENDENT	Good	\$37,707	\$48,527	\$59,346	57.4%	<input type="checkbox"/>		
OAK RIDGE, TN	PARK MAINTENANCE SUPERVISOR	Good	\$40,830	\$51,033	\$61,235	50.0%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	PARKS SUPERINTENDENT	Good	\$42,411	\$55,134	\$67,857	60.0%	<input type="checkbox"/>		
CLARKSVILLE, TN	GROUNDS AND FACILITIES MAINTENANCE SUPERVISOR	Good	\$44,240	\$51,982	\$59,724	35.0%	<input type="checkbox"/>		
FRANKLIN, TN	FACILITIES MAINTENANCE SUPERINTENDENT	Good	\$44,276	\$53,392	\$62,507	41.2%	<input type="checkbox"/>		
KNOXVILLE, TN	FACILITIES SERVICES ASSISTANT MANAGER	Good	\$45,973	\$51,202	\$56,430	22.7%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	MANAGER, PARKS MAINTENANCE	Good	\$46,901	\$63,651	\$80,401	71.4%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	MAINTENANCE AND REPAIR DISTRICT SUPERVISOR	Good	\$49,785	\$54,880	\$59,975	20.5%	<input type="checkbox"/>		
GERMANTOWN, TN	FACILITY MAINTENANCE SUPERINTENDENT	Good	\$52,202	\$66,036	\$79,869	53.0%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	FACILITIES DIRECTOR	Good	\$54,870	\$65,859	\$76,847	40.1%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	PUBLIC WORKS SUPERINTENDENT	Good	\$56,616	\$67,331	\$78,046	37.9%	<input type="checkbox"/>		

Average		\$46,892	\$57,184	\$67,476	43.9%
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MURFREESBORO, TN	FACILITY SUPERINTENDENT - MAINTENANCE		\$41,337	\$50,639	\$59,940	45.0%
		\$ Difference	(\$5,554)	(\$6,545)	(\$7,536)	
		% Difference	-13.4%	-12.9%	-12.6%	

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

FINANCE DIRECTOR

Descrip Provides assistance to the City Manager in all phases of the financial activities of the City related to budgeting, accounting, purchasing, tax collection, and record keeping. Represents and assists the City Manager as requested, acting as third-in-command in the absence of the City Manager and Deputy or Assistant City Manager. Attends City Council meetings, calls roll, participates as needed, and keeps minutes of proceedings. Assists in budget preparation, implementation, and administration. Lets bids and maintains related files. Generates and/or maintains accounting and financial records of all funds, including reconciling bank statements and invoices, financial reports, bond payments, drafting checks, accounts payable, accounts receivable, etc.

Quals Graduation from an accredited college or university with major course work in accounting and business administration. Possesses the designation of Certified Public Accountant (CPA) and be licensed to practice in the State preferred. Must be designated as a Certified Municipal Finance Officer (CMFO) by the State or obtain certification within two (2) years of employment or meet exemption requirements. Must earn sufficient Continuing Education Units (CEUs) to maintain CPA or CMFO designation each year. Five (5) years of professional level accounting experience; experience in governmental accounting and auditing preferred. Must have ability to become certified as a City Recorder by the State. Must possess or have the ability to obtain a driver's license valid in the State and the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CHATTANOOGA, TN	CHIEF FINANCIAL OFFICER	Good					<input type="checkbox"/>		\$136,415
CITY OF MCKINNEY, TX	CHIEF FINANCIAL OFFICER	Good					<input type="checkbox"/>		\$158,865
GERMANTOWN, TN	DIRECTOR - FINANCE	Good					<input type="checkbox"/>		\$130,000
KNOXVILLE, TN	DIRECTOR OF FINANCE AND ACCOUNTABILITY	Good					<input type="checkbox"/>		\$123,321
TOWN OF CARY, NC	DIRECTOR OF FINANCE	Good					<input type="checkbox"/>		\$171,122
CLARKSVILLE, TN	FINANCE DIRECTOR	Good	\$62,290	\$76,305	\$90,320	45.0%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	DIRECTOR, FINANCE	Good	\$67,349	\$91,967	\$116,585	73.1%	<input type="checkbox"/>		
OAK RIDGE, TN	FINANCE DIRECTOR	Good	\$69,804	\$87,245	\$104,686	50.0%	<input type="checkbox"/>		
BRENTWOOD, TN	FINANCE DIRECTOR	Good	\$74,090	\$92,612	\$111,134	50.0%	<input type="checkbox"/>		
ATHENS-CLARKE COUNTY UNIFIED GOVERNMENT, GA	FINANCE DIRECTOR	Good	\$75,572	\$98,243	\$120,914	60.0%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	ACCOUNTS AND BUDGET DIRECTOR	Good	\$80,038	\$104,049	\$128,060	60.0%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	DIRECTOR OF FINANCE	Good	\$84,603	\$100,615	\$116,627	37.9%	<input type="checkbox"/>		
CITY OF GREENVILLE, SC	DIRECTOR OF OFFICE OF MANAGEMENT AND BUDGET	Good	\$87,506	\$113,755	\$140,005	60.0%	<input type="checkbox"/>		
LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT	COMMISSIONER OF FINANCE	Good	\$87,717	\$118,433	\$149,148	70.0%	<input type="checkbox"/>		
CITY OF COLUMBIA, MO	DIRECTOR OF FINANCE	Good	\$90,501	\$119,914	\$149,327	65.0%	<input type="checkbox"/>		
FRANKLIN, TN	ASSIST CITY ADMIN-FINANCE/ADMINISTRATION	Good	\$113,603	\$136,952	\$160,300	41.1%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	FINANCE DIRECTOR	Good	\$119,052	\$178,936	\$238,819	100.6%	<input type="checkbox"/>		

Average			\$84,344	\$109,919	\$135,494	60.6%			\$143,945
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MURFREESBORO, TN	FINANCE DIRECTOR		\$90,156	\$110,442	\$130,727	45.0%			
		\$ Difference	\$5,812	\$523	(\$4,767)				
		% Difference	6.4%	0.5%	-3.6%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

FIRE CAPTAIN

Descrip Supervises fire personnel in the suppression of fires, directs the route to fires and implements an effective fire suppression attack, and makes decisions as related to emergencies. Serves as Incident Commander at a fire scene until relieved. Supervises daily maintenance checks on vehicles and firefighting equipment. Ensures the operational readiness of assigned personnel, apparatus, equipment, and leads personnel in the cleaning and routine maintenance of an assigned fire station and apparatus. Prepares and writes accurate reports relating to fires, personnel, and investigations; maintains records of station information, apparatus, and equipment in station books or in the station computer. Responds punctually to alarms and to all assignments. Investigates the cause, origin, and circumstances of accidental and incendiary fires. Supervises the daily training of Firefighters and Drivers. Schedules and oversees tests performed on fire hydrants, fire engines and fire hoses. Conducts fire prevention walk-throughs and pre-fire planning visits. Secures fire scene and fire station property against theft, and oversees fire station supplies.

Quals Must have six (6) years of experience in the City Fire & Rescue Department with one (1) year of experience as a paid Driver, or have eight (8) years of experience as a Firefighter in the City Fire & Rescue Department. Must be on the Promotional Relief Driver and the Promotional Acting Captain list continuously for a minimum of one (1) year preceding the date the job is posted; Drivers must be on the Promotional Acting Captain list continuously for a minimum of one (1) year preceding the date the job is posted. Must be Medical First Responder state certified and must maintain certification. Must be certified by the State as Officer I. Must obtain certification as State Instructor I within eleven (11) months of promotion. Must successfully complete Officer Level I, II, III and IV courses and Instructor course at the State Fire Academy within eleven (11) months of promotion if courses are available. Must possess a driver's license valid in the State and the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
OAK RIDGE, TN	FIRE CAPTAIN	Good	\$40,830	\$51,033	\$61,235	50.0%	<input type="checkbox"/>		
CLARKSVILLE, TN	FIRE CAPTAIN	Good	\$44,901	\$56,127	\$67,352	50.0%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	CAPTAIN/FIRE	Good	\$46,364	\$55,652	\$64,939	40.1%	<input type="checkbox"/>		
CHATTANOOGA, TN	FIRE CAPTAIN	Good	\$49,974	\$58,568	\$67,162	34.4%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	FIRE BATTALION CHIEF	Good	\$50,426	\$68,435	\$86,443	71.4%	<input type="checkbox"/>		
BRENTWOOD, TN	FIRE CAPTAIN	Good	\$52,728	\$64,532	\$76,336	44.8%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	FIRE CAPTAIN	Good	\$54,058	\$63,969	\$73,879	36.7%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	FIRE CAPTAIN	Good	\$61,352	\$72,964	\$84,575	37.9%	<input type="checkbox"/>		
FRANKLIN, TN	FIRE CAPTAIN	Good	\$63,041	\$76,020	\$88,999	41.2%	<input type="checkbox"/>		

Average			\$51,519	\$63,033	\$74,547	44.7%			
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MURFREESBORO, TN	FIRE CAPTAIN		\$51,246	\$59,361	\$67,476	31.7%			
		\$ Difference	(\$273)	(\$3,672)	(\$7,070)				
		% Difference	-0.5%	-6.2%	-10.5%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

FIRE DRIVER

Descrip Performs city-wide pre-planning, training, and maintaining of fire equipment and quarters. Drives and operates fire engines, trucks, and other firefighting equipment including, but not limited to, nozzles, hoses, self-contained breathing apparatus, power saws, pumps, generators, computers, and radios. Performs daily maintenance checks on vehicles and firefighting equipment. Responds punctually to all assignments. Maintains records and prepares reports including daily maintenance reports

Quals Must be presently employed with the City Fire & Rescue Department and have been employed for a minimum of three (3) years and hold a State Firefighter II and Fire Apparatus Operator certification. Must have been on the Promotional Relief Driver list continuously for a minimum of one (1) year preceding the date the job is posted. Must be Medical First Responder state certified and must maintain certification. Must have successfully completed a State ARS Vehicle Extrication training course and must be able to maintain training certificate. Must have successfully completed the Basic Firefighting course and Pump Operator's Level I, II, and III courses at the State Fire School. Must possess a driver's license valid in the State that has not been revoked or suspended within the last thirty-six (36) months.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
KNOXVILLE, TN	MASTER FIREFIGHTER	Good					<input type="checkbox"/>		\$44,373
CHATTANOOGA, TN	FIRE ENGINEER	Good	\$35,051	\$39,727	\$44,402	26.7%	<input type="checkbox"/>		
CLARKSVILLE, TN	FIRE ENGINEER	Good	\$36,699	\$43,122	\$49,544	35.0%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	FIRE DRIVER ENGINEER	Good	\$37,029	\$50,254	\$63,478	71.4%	<input type="checkbox"/>		
BRENTWOOD, TN	FIRE ENGINEER/DRIVER	Good	\$37,544	\$45,937	\$54,330	44.7%	<input type="checkbox"/>		
FRANKLIN, TN	FIRE ENGINEER	Good	\$44,276	\$53,392	\$62,507	41.2%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	FIRE ENGINEER	Good	\$49,090	\$58,089	\$67,088	36.7%	<input type="checkbox"/>		
GERMANTOWN, TN	FIRE APPARATUS DRIVER	Good	\$51,029	\$53,644	\$56,259	10.2%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	FIREFIGHTER/LADDER DRIVER	Good	\$52,246	\$62,134	\$72,022	37.9%	<input type="checkbox"/>		

Average			\$42,870	\$50,787	\$58,704	36.9%			\$44,373
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MURFREESBORO, TN	FIRE DRIVER		\$44,591	\$51,653	\$58,715	31.7%			
		\$ Difference	\$1,721	\$866	\$12				
		% Difference	3.9%	1.7%	0.0%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

FIREFIGHTER - PARAMEDIC

Descrip THIS IS A FIREFIGHTER THAT IS CERTIFIED IN BOTH FIREFIGHTING AND AS A PARAMEDIC.

Quals State Firefighter Certifications and State Paramedic Certifications.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
OAK RIDGE, TN	FIREFIGHTER ENGINEER/PARAMEDIC	Good	\$34,478	\$42,879	\$51,280	48.7%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	FIREFIGHTER PARAMEDIC	Good	\$37,029	\$50,254	\$63,478	71.4%	<input type="checkbox"/>		
GERMANTOWN, TN	PARAMEDIC FIRE FIGHTER	Good	\$48,390	\$54,085	\$59,780	23.5%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	FIREFIGHTER/PARAMEDIC	Good	\$49,090	\$58,089	\$67,088	36.7%	<input type="checkbox"/>		

Average **\$42,247** **\$51,327** **\$60,407** 43.0%

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

FIREFIGHTER I

Descrip THE FIREFIGHTER I IS A CERTIFIED POSITION THAT HAS COMPLETED BASIC FIRE ACADEMY TRAINING. Responds to fire alarms; lays and connects hoses, maneuvers nozzles and directs water streams. Forces entry of premises for firefighting and rescue operations; uses chemical fire extinguishers, bars, hooks, lines, and other equipment. Positions and climbs ladders up to 110 feet to gain access to upper levels of buildings; works at heights up to 150 feet. Fights fires and participates in other emergency operations.

Quals Must possess a high school diploma or GED equivalent. Must possess a driver's license valid in the State with the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	FIREFIGHTER	Good	\$31,389	\$42,599	\$53,808	71.4%	<input type="checkbox"/>		
CHATTANOOGA, TN	FIREFIGHTER	Good	\$32,077	\$36,356	\$40,634	26.7%	<input type="checkbox"/>		
OAK RIDGE, TN	FIREFIGHTER ENGINEER	Good	\$33,575	\$41,976	\$50,377	50.0%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	FIREFIGHTER	Good	\$33,943	\$40,735	\$47,527	40.0%	<input type="checkbox"/>		
CLARKSVILLE, TN	FIREFIGHTER	Good	\$34,593	\$40,647	\$46,700	35.0%	<input type="checkbox"/>		
BRENTWOOD, TN	FIREFIGHTER	Good	\$35,194	\$41,850	\$48,506	37.8%	<input type="checkbox"/>		
KNOXVILLE, TN	FIREFIGHTER	Good	\$36,225	\$39,335	\$42,444	17.2%	<input type="checkbox"/>		
FRANKLIN, TN	FIREFIGHTER	Good	\$39,356	\$47,459	\$55,561	41.2%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	FIRE FIGHTER I	Good	\$40,125	\$47,481	\$54,837	36.7%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	FIREFIGHTER - CERTIFICATION I	Good	\$41,057	\$48,827	\$56,597	37.9%	<input type="checkbox"/>		
GERMANTOWN, TN	FIREFIGHTER	Good	\$44,081	\$48,831	\$53,581	21.6%	<input type="checkbox"/>		

Average **\$36,510** **\$43,281** **\$50,052** 37.1%

MURFREESBORO, TN **FIREFIGHTER I**

\$34,651 **\$36,532** **\$38,413** **10.9%**

\$ Difference (\$1,860) (\$6,749) (\$11,639)

% Difference -5.4% -18.5% -30.3%

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

GIS COORDINATOR

Descrip Exercises independent judgment in the computer generation of maps, illustrations, databases and various types of cartographic compilations relating to municipal water distribution and wastewater/stormwater collection systems. Supervises other Department GIS staff, including organizing work activities and assignments. Supervises training and development of assigned staff to insure both continuous work improvement and professional development. Conducts research and oversees implementation of the GIS system used by the City Water & Sewer Department for analysis and data acquisition, using GIS elements that include hardware, software, database format and other related peripherals. Manages and supervises GIS resources, coordinates database and application development. Plans, budgets, implements GIS projects.

Quals College graduate in Engineering, Geoscience, Computer Science, Remote Sensing, Geology, or related field with two (2) to five (5) years of experience with increasing responsibilities in municipal water distribution and wastewater collection systems, or a technical school graduate with a minimum of five (5) years related experience required. Must have a driver's license valid in the State.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
BRENTWOOD, TN	GIS SPECIALIST II	Good	\$42,036	\$52,551	\$63,066	50.0%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	MANAGER, GIS	Good	\$42,670	\$57,909	\$73,148	71.4%	<input type="checkbox"/>		
CLARKSVILLE, TN	GIS ADMINISTRATOR	Good	\$48,560	\$58,272	\$67,984	40.0%	<input type="checkbox"/>		
CHATTANOOGA, TN	GIS SYSTEM ADMINISTRATOR	Good	\$50,531	\$65,031	\$79,530	57.4%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	GIS ANALYST	Good	\$51,542	\$67,005	\$82,467	60.0%	<input type="checkbox"/>		
KNOXVILLE, TN	GEOGRAPHIC INFORMATION COORDINATOR	Good	\$51,720	\$57,733	\$63,746	23.3%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	GIS MANAGER	Good	\$61,450	\$73,761	\$86,071	40.1%	<input type="checkbox"/>		
FRANKLIN, TN	GIS MANAGER	Good	\$63,041	\$76,020	\$88,999	41.2%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	GEOGRAPHIC INFORMATION SYSTEMS MANAGER	Good	\$73,653	\$91,482	\$109,311	48.4%	<input type="checkbox"/>		

Average			\$53,911	\$66,640	\$79,369	47.2%			
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MURFREESBORO, TN	GIS COORDINATOR		\$48,633	\$56,336	\$64,038	31.7%			
		\$ Difference	(\$5,278)	(\$10,305)	(\$15,331)				
		% Difference	-10.9%	-18.3%	-23.9%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

HEAVY EQUIPMENT MECHANIC

Descrip	<p>Detects and determines the cause(s) of mechanical, electrical and hydraulic problems and corrects the cause(s) of the problems. Performs the necessary repairs on mechanical, electrical and hydraulic trucks and equipment. Keeps accurate, complete and timely records of repair work performed. Obtains, reviews and forwards copies of accident reports involving City vehicles, including estimates for repairs, to the City representative. Inspects all bodywork after vehicle has been returned from the vendor. Performs annual MARTA tests on all vehicles. Prepares vehicles and disposable property for auction on a periodic basis. Maintains the general cleanliness and security of the garage facilities and any vehicles, personal property or evidence stored therein.</p>
Quals	<p>Must be a high school graduate or possess GED equivalent. Must possess a Class B driver's license valid in the State with the ability to safely operate a motor vehicle, or the ability to acquire one six (6) months after assignment. Must be certified by Automotive Service Excellence (ASE) or be able to obtain that certification within one (1) year after employment.</p>

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
WILLIAMSON COUNTY, TN	HIGHWAY MECHANIC	Good	\$28,704	\$37,315	\$45,926	60.0%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	MECHANIC, SENIOR	Good	\$29,978	\$40,685	\$51,391	71.4%	<input type="checkbox"/>		
CHATTANOOGA, TN	EQUIPMENT MECHANIC III	Good	\$32,573	\$41,920	\$51,266	57.4%	<input type="checkbox"/>		
OAK RIDGE, TN	FLEET MAINTENANCE TECHNICIAN	Good	\$33,571	\$41,964	\$50,356	50.0%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	HEAVY EQUIPMENT MECHANIC	Good	\$34,963	\$41,580	\$48,197	37.9%	<input type="checkbox"/>		
GERMANTOWN, TN	FLEET SERVICE TECHNICIAN - MASTER	Good	\$40,018	\$48,023	\$56,028	40.0%	<input type="checkbox"/>		
KNOXVILLE, TN	EQUIPMENT TECHNICIAN II	Good	\$41,016	\$45,577	\$50,138	22.2%	<input type="checkbox"/>		
Average			\$34,403	\$42,437	\$50,472	46.7%			
MURFREESBORO, TN									
				HEAVY EQUIPMENT MECHANIC					
					\$40,201	\$46,569	\$52,937	31.7%	
				\$ Difference	\$5,797	\$4,131	\$2,465		
				% Difference	14.4%	8.9%	4.7%		

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

HUMAN RESOURCES ASSISTANT

Descrip Answers multiple telephone lines, greets and assists customers and employees. Maintains public and confidential files and records for the Human Resources Department including, but not limited to, employee files, and protected medical, Family Medical Leave Act, and Drug & Alcohol testing files. Maintains on-line applicant tracking system and prepares job announcements for various positions within the City. Prepares various reports and maintains all related records. Provides support to all system users of the on-line application software. Creates requisitions, posts positions, and prepares job announcements for on-line recruiting, in-house and newspaper advertisements for various positions available in all departments within the City. Conducts past work and background reference checks.

Quals High school diploma or GED equivalent required; two (2) years of college in related field preferred. Two (2) years of prior administrative work experience and two (2) years of prior experience in human resources preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CHATTANOOGA, TN	PERSONNEL ASSISTANT	Good	\$25,521	\$32,845	\$40,168	57.4%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	HUMAN RESOURCES ASSISTANT	Good	\$27,331	\$35,530	\$43,729	60.0%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	HUMAN RESOURCES ASSISTANT I	Good	\$28,740	\$34,011	\$39,283	36.7%	<input type="checkbox"/>		
BRENTWOOD, TN	HUMAN RESOURCES TECHNICIAN	Good	\$29,931	\$37,409	\$44,886	50.0%	<input type="checkbox"/>		
KNOXVILLE, TN	HUMAN RESOURCES TECHNICIAN	Good	\$33,017	\$36,516	\$40,015	21.2%	<input type="checkbox"/>		
FRANKLIN, TN	HUMAN RESOURCES TECHNICIAN	Good	\$34,983	\$42,185	\$49,387	41.2%	<input type="checkbox"/>		
Average			\$29,920	\$36,416	\$42,911	43.4%			

MURFREESBORO, TN	HUMAN RESOURCES ASSISTANT		\$32,958	\$38,177	\$43,396	31.7%			
		\$ Difference	\$3,038	\$1,761	\$485				
		% Difference	9.2%	4.6%	1.1%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

HUMAN RESOURCES DIRECTOR

Descrip Administers and oversees personnel operations for the City, including planning and developing personnel programs and policies, employee benefits, Employee Assistance Programs (EAP), Americans with Disabilities Act (ADA) functions, generation of payrolls pursuant to Fair Labor Standards Act (FLSA), and ensuring City compliance with state and federal personnel and employment regulations. Develops, presents, and administers Departmental operating budget; ensures spending and purchases are within approved budgetary limitations and legal guidelines, and oversees Departmental purchases of supplies and equipment. Develops and administers the recruitment and orientation of new employees. Implements the classification and compensation plan, approves and maintains job descriptions, and ensures that all performance evaluations are prepared correctly.

Quals Bachelor's degree (Master's preferred) in Human Resources, Business Administration, Public Administration, and five (5) to seven (7) years of progressive executive level human resources management experience (or related) required; or, any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must possess or have the ability to obtain a driver's license valid in the State and the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
GERMANTOWN, TN	DIRECTOR - HUMAN RESOURCES	Good					<input type="checkbox"/>		\$123,000
KNOXVILLE, TN	HUMAN RESOURCES DIRECTOR	Good					<input type="checkbox"/>		\$102,108
TOWN OF CARY, NC	DIRECTOR OF HUMAN RESOURCES	Good					<input type="checkbox"/>		\$110,011
TOWN OF COLLIERVILLE, TN	DIRECTOR, HUMAN RESOURCES	Good	\$64,529	\$87,574	\$110,619	71.4%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	HUMAN RESOURCES DIRECTOR	Good	\$68,820	\$82,605	\$96,390	40.1%	<input type="checkbox"/>		
OAK RIDGE, TN	PERSONNEL DIRECTOR	Good	\$69,804	\$87,245	\$104,686	50.0%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	HUMAN RESOURCES DIRECTOR	Good	\$72,392	\$94,070	\$115,747	59.9%	<input type="checkbox"/>		
ATHENS-CLARKE COUNTY UNIFIED GOVERNMENT, GA	HUMAN RESOURCES DIRECTOR	Good	\$72,671	\$94,473	\$116,274	60.0%	<input type="checkbox"/>		
LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT	DIRECTOR HUMAN RESOURCES	Good	\$72,696	\$97,212	\$121,727	67.4%	<input type="checkbox"/>		
CLARKSVILLE, TN	DIRECTOR (HUMAN RESOURCES)	Good	\$74,178	\$96,432	\$118,685	60.0%	<input type="checkbox"/>		
CHATTANOOGA, TN	DIRECTOR HUMAN RESOURCES	Good	\$82,309	\$105,928	\$129,546	57.4%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	HUMAN RESOURCES DIRECTOR	Good	\$84,603	\$100,615	\$116,627	37.9%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	HUMAN RESOURCES DIRECTOR	Good	\$87,036	\$127,466	\$167,896	92.9%	<input type="checkbox"/>		
CITY OF GREENVILLE, SC	DIRECTOR OF HUMAN RESOURCES	Good	\$87,506	\$113,755	\$140,005	60.0%	<input type="checkbox"/>		
FRANKLIN, TN	HUMAN RESOURCES DIRECTOR	Good	\$89,760	\$108,240	\$126,720	41.2%	<input type="checkbox"/>		
CITY OF COLUMBIA, MO	DIRECTOR OF HUMAN RESOURCES	Good	\$90,501	\$119,914	\$149,327	65.0%	<input type="checkbox"/>		

Average		\$78,216	\$101,194	\$124,173	58.8%		\$111,706
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MURFREESBORO, TN	HUMAN RESOURCES DIRECTOR	\$83,753	\$102,598	\$121,443	45.0%		
	\$ Difference	\$5,537	\$1,404	(\$2,730)			
	% Difference	6.6%	1.4%	-2.2%			

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

INFORMATION TECHNOLOGY DIRECTOR

Descrip	Manages and supervises system administration, database administration and technical support services for the City's information system. Plans and projects future technology needs for the City, and oversees the implementation, operation and maintenance of applications and PC-based network computer systems in all City departments.
Quals	Graduation from an accredited college or university is required; a major in Computer Science, Management Information Systems or Business Administration, supplemented with courses in current information technology, is preferred. Public sector experience is desirable. Ten (10) years of Information Technology experience with a minimum of five (5) years at the enterprise-wide and/or project management level is required. Experience with organizations undergoing major upgrades to software and systems is preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CHATTANOOGA, TN	CHIEF INFORMATION OFFICER	Good					<input type="checkbox"/>		\$104,565
CITY OF MCKINNEY, TX	CHIEF INFORMATION OFFICER	Good					<input type="checkbox"/>		\$158,100
GERMANTOWN, TN	INFORMATION TECHNOLOGY DIRECTOR	Good					<input type="checkbox"/>		\$140,000
KNOXVILLE, TN	INFORMATION TECHNOLOGY DIRECTOR	Good					<input type="checkbox"/>		\$168,226
TOWN OF CARY, NC	DIRECTOR OF TECHNOLOGY SERVICES	Good					<input type="checkbox"/>		\$168,542
OAK RIDGE, TN	INFORMATION SYSTEM MANAGER	Good	\$60,299	\$75,379	\$90,459	50.0%	<input type="checkbox"/>		
CITY OF GREENVILLE, SC	INFORMATION TECHNOLOGY MANAGER	Good	\$63,274	\$80,673	\$98,072	55.0%	<input type="checkbox"/>		
ATHENS-CLARKE COUNTY UNIFIED GOVERNMENT, GA	COMPUTER INFORMATION SYSTEMS DIRECTOR	Good	\$66,869	\$86,930	\$106,990	60.0%	<input type="checkbox"/>		
LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT	DIRECTOR, TECHNICAL SERVICES	Good	\$67,127	\$89,507	\$111,887	66.7%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	INFORMATION SYSTEMS DIRECTOR	Good	\$72,392	\$94,070	\$115,747	59.9%	<input type="checkbox"/>		
BRENTWOOD, TN	TECHNOLOGY DIRECTOR	Good	\$74,090	\$92,612	\$111,134	50.0%	<input type="checkbox"/>		
CLARKSVILLE, TN	INFORMATION TECHNOLOGY DIRECTOR	Good	\$74,178	\$96,432	\$118,685	60.0%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	TECHNOLOGY DIRECTOR	Good	\$77,090	\$92,533	\$107,975	40.1%	<input type="checkbox"/>		
FRANKLIN, TN	INFORMATION TECHNOLOGY DIRECTOR	Good	\$89,760	\$108,240	\$126,720	41.2%	<input type="checkbox"/>		
CITY OF COLUMBIA, MO	DIRECTOR OF INFORMATION TECHNOLOGIES	Good	\$90,501	\$119,914	\$149,327	65.0%	<input type="checkbox"/>		

Average			\$73,558	\$93,629	\$113,700	54.6%			\$147,887
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MURFREESBORO, TN	INFORMATION TECHNOLOGY DIRECTOR		\$73,279	\$89,767	\$106,254	45.0%			
		\$ Difference	(\$279)	(\$3,862)	(\$7,446)				
		% Difference	-0.4%	-4.3%	-7.0%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

LABORATORY SUPERVISOR

Descrip Develops quality assurance programs in accordance with EPA protocols and “Standard Methods for the Examination of Water & Wastewater” and “Manual for the Certification of Laboratories Analyzing Drinking Water”. Ensures that all data reported by the laboratory meet the required quality assurance and regulatory criteria. Coordinates the organization, staffing, and operational activities for the Water Treatment Plant laboratory including assuming responsibility for all critical decisions regarding laboratory analysis and compliance with the numerous regulations of multiple Federal, State, and local agencies. Evaluates, directs, coordinates, and reviews work demands for assigned laboratory operations, functions, services, and activities; reviewing and evaluating work products, methods and procedures; monitoring work flow; recommending improvements and modifications; meeting with staff to identify and resolve problems.

Quals Must have a bachelor degree from an accredited college or university in biology, bacteriology, chemistry, environmental science or a closely related field. For the Water Plant Laboratory Supervisor, must possess or obtain a Grade IV Water Treatment Operator certification from the State Department of Environment and Conservation, or its successor, within eighteen (18) months following date of hire. Possess or obtain a Grade II Water Distribution Operator certification from the State Department of Environment and Conservation, or its successor, within twelve (12) months following date of hire is desired. Must have four (4) years of increasingly responsible experience that demonstrates application of knowledge, skills and abilities in laboratory operations and management of environmental programs. Must receive certification by the State to run bacteriological analyses or ability to receive certification within three (3) months following employment. Must possess or have the ability to obtain a driver’s license valid in the State and the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CLARKSVILLE, TN	LAB SUPERVISOR	Good	\$39,958	\$46,951	\$53,943	35.0%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	LAB SUPERVISOR	Good	\$44,491	\$52,912	\$61,332	37.9%	<input type="checkbox"/>		
OAK RIDGE, TN	ENVIRONMENTAL COMPLIANCE COORDINATOR	Good	\$45,011	\$56,254	\$67,496	50.0%	<input type="checkbox"/>		

Average			\$43,153	\$52,039	\$60,924	41.2%			
MURFREESBORO, TN	LABORATORY SUPERVISOR		\$46,571	\$53,955	\$61,339	31.7%			
		\$ Difference	\$3,418	\$1,917	\$416				
		% Difference	7.3%	3.6%	0.7%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

LABORATORY TECHNICIAN

Descrip Collects and transports samples, independently or with others, from various locations using proper sample handling protocol. Conducts distribution system testing/flushing in accordance with the Department's program. Ensures that all data reported by the laboratory meets the required quality control and assurance programs and is in compliance with reporting requirements of regulatory agencies. Ensures the standards for laboratory certification by the State Department of Environment and Conservation are maintained. Immediately notifies the Senior Laboratory Technician or Laboratory Supervisor of results indicative of potential impact to the water quality. Maintains electronic and written records of laboratory analysis, quality control and quality assurance.

Quals Must have a high school diploma or GED equivalent from an accredited institution. Prefer some education from an accredited college or university in water resource management, biology, bacteriology, chemistry, environmental science or a closely related field. Must possess or have the ability to obtain a driver's license valid in the State and to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	LABORATORY TECHNICIAN	Good	\$29,978	\$40,685	\$51,391	71.4%	<input type="checkbox"/>		
CLARKSVILLE, TN	LAB TECHNICIAN	Good	\$30,323	\$35,630	\$40,936	35.0%	<input type="checkbox"/>		
CHATTANOOGA, TN	LABORATORY TECHNICIAN I	Good	\$31,021	\$39,923	\$48,824	57.4%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	LAB TECHNICIAN	Good	\$34,963	\$41,580	\$48,197	37.9%	<input type="checkbox"/>		
OAK RIDGE, TN	LABORATORY TECHNICIAN	Good	\$37,024	\$46,290	\$55,556	50.1%	<input type="checkbox"/>		

Average	\$32,662	\$40,821	\$48,981	50.0%
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MURFREESBORO, TN	LABORATORY TECHNICIAN		\$33,849	\$39,201	\$44,554	31.6%
		\$ Difference	\$1,187	(\$1,620)	(\$4,427)	
		% Difference	3.5%	-4.1%	-9.9%	

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

LABORER (SOLID WASTE DEPARTMENT)

Descrip	Manually collects and places garbage, refuse and other waste materials into the back of a garbage truck. May perform the duties of a Driver. Rolls a refuse cart to the cart tipper installed at the rear of the truck. Operates the cart tipper to unload the cart and returns the cart to the proper location. Assists in the general maintenance and cleaning of vehicles and equipment. Safely drives any of the trucks in the department when called upon to do so.
Quals	Education equivalent to graduation from an accredited high school. Education may be waived by experience. Must possess a driver's license valid in the State. Must obtain a State Commercial Driver's License (CDL) Class B endorsement within twelve (12) months from date of employment.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CLARKSVILLE, TN	GROUND AND FACILITIES MAINTENANCE ASSISTANT	Good	\$21,138	\$24,309	\$27,479	30.0%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	SANITATION WORKER, SENIOR	Good	\$21,517	\$29,202	\$36,886	71.4%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	LABORER	Good	\$21,591	\$25,677	\$29,764	37.9%	<input type="checkbox"/>		
CHATTANOOGA, TN	CREW WORKER I	Good	\$23,550	\$26,762	\$29,974	27.3%	<input type="checkbox"/>		
BRENTWOOD, TN	MAINTENANCE WORKER	Good	\$23,858	\$29,817	\$35,776	50.0%	<input type="checkbox"/>		
GERMANTOWN, TN	MAINTENANCE WORKER	Good	\$24,155	\$28,020	\$31,885	32.0%	<input type="checkbox"/>		
KNOXVILLE, TN	PUBLIC SERVICES WORKER I	Good	\$25,607	\$28,115	\$30,622	19.6%	<input type="checkbox"/>		
FRANKLIN, TN	SANITATION & ENVIRONMENTAL SERVICES WORKER	Good	\$27,640	\$33,331	\$39,022	41.2%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	SANITATION WORKER	Good	\$28,106	\$32,059	\$36,012	28.1%	<input type="checkbox"/>		

Average		\$24,129	\$28,588	\$33,047	37.0%
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MURFREESBORO, TN	LABORER (SOLID WASTE DEPARTMENT)		\$24,828	\$28,761	\$32,693	31.7%
	\$ Difference		\$699	\$173	(\$353)	
	% Difference		2.8%	0.6%	-1.1%	

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

LANDSCAPER/GREENSKEEPER

Descrip	Performs work required for the care, maintenance and development of the lawns, landscape beds, street trees, park trees, irrigation systems, and general grounds of city-owned property. Cuts grass with power equipment or hand tools. Loads and unloads dirt, gravel, sand, mulch, and debris. Cleans, maintains, and services equipment, and makes minor equipment repairs. Picks up trash on city-owned property, in maintenance buildings, in parking garages and other related areas.
Quals	Must possess a high school diploma or GED equivalent. One (1) year of experience in the field of Landscape Installation and Maintenance preferred. Must possess a driver's license valid in the State and the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	MAINTENANCE WORKER	Good	\$21,517	\$29,202	\$36,886	71.4%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	GROUNDSKEEPER	Good	\$21,591	\$25,677	\$29,764	37.9%	<input type="checkbox"/>		
CHATTANOOGA, TN	GARDENER	Good	\$24,306	\$31,281	\$38,255	57.4%	<input type="checkbox"/>		
OAK RIDGE, TN	MAINTENANCE WORKER, PARKS	Good	\$25,064	\$31,325	\$37,585	50.0%	<input type="checkbox"/>		
FRANKLIN, TN	LANDSCAPING WORKER	Good	\$27,640	\$33,331	\$39,022	41.2%	<input type="checkbox"/>		
KNOXVILLE, TN	HORTICULTURE SERVICES WORKER	Good	\$29,789	\$32,868	\$35,946	20.7%	<input type="checkbox"/>		
BRENTWOOD, TN	GROUNDS SPECIALIST I	Good	\$29,931	\$37,409	\$44,886	50.0%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	GREENSKEEPER I	Good	\$39,551	\$43,638	\$47,725	20.7%	<input type="checkbox"/>		
Average			\$27,424	\$33,091	\$38,759	41.3%			
MURFREESBORO, TN									
	LANDSCAPER/GREENSKEEPER		\$27,332	\$31,661	\$35,991	31.7%			
		\$ Difference	(\$92)	(\$1,430)	(\$2,768)				
		% Difference	-0.3%	-4.5%	-7.7%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

MASTER PLANT OPERATOR

Descrip Checks various operational parameters in the plant; reports process and equipment status to Plant Shift Supervisor, makes adjustments in accordance with standard operating procedures, based on independent judgment or as directed. Assists in an operator training program. Reviews all written and electronic entries in logs, records and reports for accuracy and ensures all entries are correct at the close of the shift. Interprets SCADA screens, historical trending data, gauges, dials, equipment information plates, charts, and manuals. Monitors the development of new water quality regulations, water treatment techniques and advises the Shift Supervisor of potential impacts. Participates in the development and implementation of water quality monitoring plans, standard operating procedures and other plans as required.

Quals Must have at least a high school diploma or equivalent from an accredited institution. Must have a Grade IV Treatment Operator certification from the State Department of Environment and Conservation or its successor, or have the ability to obtain through reciprocity within six (6) months of employment. Must possess or have the ability to obtain a driver's license valid in the State and the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	WATER PLANT OPERATOR	Good	\$29,978	\$40,685	\$51,391	71.4%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	WTP OPERATOR IV	Good	\$34,963	\$41,580	\$48,197	37.9%	<input type="checkbox"/>		
FRANKLIN, TN	WATER PLANT OPERATOR	Good	\$34,983	\$42,185	\$49,387	41.2%	<input type="checkbox"/>		
OAK RIDGE, TN	SENIOR TREATMENT PLANT OPERATOR	Good	\$37,024	\$46,290	\$55,556	50.1%	<input type="checkbox"/>		
GERMANTOWN, TN	WATER PLANT OPERATOR	Good	\$40,018	\$48,023	\$56,028	40.0%	<input type="checkbox"/>		
Average			\$35,393	\$43,752	\$52,112	47.2%			
MURFREESBORO, TN	MASTER PLANT OPERATOR								
			\$41,870	\$48,506	\$55,141	31.7%			
		\$ Difference	\$6,477	\$4,753	\$3,029				
		% Difference	15.5%	9.8%	5.5%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

PAYROLL SUPERVISOR/HR SPECIALIST

Descrip In the absence of the Human Resources Director and Assistant Human Resources Director, supervises the activities of the Human Resources Department, provides detailed explanation of City policies and accurately and consistently manages the benefits, plans, and programs maintained in and overseen by the Human Resources Department. Supervises the City's payroll for all departments, enters and maintains all payroll-related information into computer system, including changes in employee status, payroll runs, and generation of required reports. Supervises data flow of payroll change forms, coordinates monthly/yearly balancing with accounting and assists with out-of-balance problems. Reviews monthly payroll reports and submits to appropriate individuals. Provides information, assistance and/or training to employees and staff. Provides technical/procedural assistance to staff. Trains staff regarding payroll policies/procedures. Answers employee/staff questions during payroll editing and check processing. Coordinates payroll work activities. Monitors status of work in progress, inspects completed work and resolves problem situations.

Quals High school diploma or GED equivalent required; some college preferred. Four (4) years of prior work experience in payroll accounting and three (3) years of prior work experience in personnel management required. Must possess or have the ability to obtain a driver's license valid in the State with the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
BRENTWOOD, TN	HR/PAYROLL SPECIALIST	Good	\$37,544	\$46,925	\$56,306	50.0%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	PAYROLL SUPERVISOR	Good	\$38,459	\$49,997	\$61,534	60.0%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	HUMAN RESOURCES ANALYST, SENIOR	Good	\$39,850	\$54,082	\$68,313	71.4%	<input type="checkbox"/>		
CLARKSVILLE, TN	HUMAN RESOURCES SPECIALIST	Good	\$39,958	\$46,951	\$53,943	35.0%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	PAYROLL SUPERVISOR	Good	\$42,575	\$51,098	\$59,621	40.0%	<input type="checkbox"/>		
CHATTANOOGA, TN	PAYROLL SUPERVISOR	Good	\$43,650	\$56,176	\$68,701	57.4%	<input type="checkbox"/>		
GERMANTOWN, TN	BENEFITS ADMINISTRATOR	Good	\$52,202	\$66,036	\$79,869	53.0%	<input type="checkbox"/>		
FRANKLIN, TN	FINANCIAL MANAGER	Good	\$63,041	\$76,020	\$88,999	41.2%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	PAYROLL SUPERVISOR	Good	\$63,151	\$75,912	\$88,673	40.4%	<input type="checkbox"/>		

Average **\$46,714** **\$58,133** **\$69,551**

MURFREESBORO, TN PAYROLL SUPERVISOR/HR SPECIALIST

\$ Difference \$7,015 \$4,105 \$1,195

% Difference 13.1% 6.6% 1.7%

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

PLANNER

Descrip Reviews development plans, prepares staff comments, and advises the Planning Commission and developers regarding proposed plans. Coordinates with other City departments, outside agencies, and public utilities to move development plans through the review and permitting process. Addresses public bodies regarding development plans, zoning applications, ordinance amendments, and annexation requests. Researches demographic and economic information and writes reports for the Planning Director, Planning Commission, and City Council. Correctly advises the public regarding zoning district boundaries, the corporate limits, development requirements and procedures, the National Flood Insurance Program, and the appeals and amendment procedures. Researches necessary information and writes annexation, zoning, and land use reports.

Quals Bachelor or Master's degree in Urban Planning, or Bachelor's or Master's degree in related field is required, with relevant experience in Urban Planning or Public Administration preferred. Must possess a driver's license valid in the State and the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CHATTANOOGA, TN	PLANNER I	Good	\$34,201	\$44,015	\$53,829	57.4%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	PLANNER	Good	\$34,209	\$46,427	\$58,644	71.4%	<input type="checkbox"/>		
BRENTWOOD, TN	PLANNER I	Good	\$37,544	\$46,925	\$56,306	50.0%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	PLANNER	Good	\$40,232	\$48,286	\$56,339	40.0%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	PLANNER	Good	\$40,393	\$52,511	\$64,628	60.0%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	PLANNER I	Good	\$43,551	\$51,534	\$59,517	36.7%	<input type="checkbox"/>		
FRANKLIN, TN	PLANNER	Good	\$44,276	\$53,392	\$62,507	41.2%	<input type="checkbox"/>		
GERMANTOWN, TN	PLANS MANAGER	Good	\$44,464	\$55,581	\$66,697	50.0%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	PLANNER	Good	\$44,491	\$52,912	\$61,332	37.9%	<input type="checkbox"/>		
OAK RIDGE, TN	SENIOR PLANNER	Good	\$47,257	\$59,061	\$70,865	50.0%	<input type="checkbox"/>		

Average			\$41,062	\$51,064	\$61,066	48.7%
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MURFREESBORO, TN	PLANNER		\$45,999	\$56,349	\$66,699	45.0%
		\$ Difference	\$4,938	\$5,285	\$5,633	
		% Difference	10.7%	9.4%	8.4%	

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

PLANT MANAGER (WATER/WASTEWATER)

Descrip Coordinates the organization, staffing, and operational activities for the Treatment Plant including assuming responsibility for all critical decisions regarding operational changes, laboratory analysis, maintenance priorities, scheduling, and compliance with the numerous regulations of multiple Federal, State, and local agencies. Serves as operator in responsible charge for the treatment plant. Comprehends and utilizes principles and practices of operating and maintaining a complex water/wastewater treatment plant, collection system, repurified and potable water distribution system. Ensures sufficient water is supplied to users to satisfy public health and safety requirements.

Quals Bachelor degree from an accredited college or university in public or business administration, environmental science, water resource management, engineering, biology, chemistry, engineering, or related field, or equivalent combination of education and experience. Must have or obtain a Grade IV Water/Wastewater Treatment and Grade II Water Distribution Operator certification from the State Department of Environment and Conservation, or its successor, within twelve (12) months of employment. For the water treatment plant, must or obtain have a Grade II Water Distribution Operator certification from the State Department of Environment and Conservation, or its successor, within twelve (12) months of employment. Must have a minimum of five (5) years of progressively responsible experience at the management level in a Grade IV classified treatment plant. Must possess or have the ability to obtain a driver's license valid in the State and the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	WWTP MANAGER	Good	\$45,491	\$61,737	\$77,983	71.4%	<input type="checkbox"/>		
OAK RIDGE, TN	TREATMENT PLANT OPERATIONS SUPERVISOR	Good	\$49,628	\$62,025	\$74,422	50.0%	<input type="checkbox"/>		
CHATTANOOGA, TN	PLANT MANAGER	Good	\$58,496	\$75,281	\$92,066	57.4%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	TREATMENT PLANT MANAGER	Good	\$63,151	\$75,912	\$88,673	40.4%	<input type="checkbox"/>		
BRENTWOOD, TN	ASSISTANT WATER AND SEWER DIRECTOR	Good	\$66,144	\$82,691	\$99,237	50.0%	<input type="checkbox"/>		

Average			\$56,582	\$71,529	\$86,476	52.8%			
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MURFREESBORO, TN	PLANT MANAGER (WATER/WASTEWATER)		\$65,222	\$76,732	\$88,242	35.3%			
		\$ Difference	\$8,640	\$5,203	\$1,766				
		% Difference	13.2%	6.8%	2.0%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

PLANT SHIFT SUPERVISOR (WATER/WASTEWATER)

Descrip Coordinates the organization, staffing, and operational activities for the Treatment Plant operational process including, but not limited to, assuming responsibility for critical decisions regarding operational shift activities and compliance with the numerous regulations of multiple Federal, State, and local agencies. Supervises and/or performs plant operational activities including laboratory analysis, process control functions, recordkeeping, reporting and other required functions at the Treatment Plant. Maintains the operator training program and annual demonstration of capabilities. Evaluates, directs, coordinates, and reviews work demands for assigned treatment process operations, functions, services, and activities; recommending improvements and modifications; meeting with staff to identify and resolve problems. Participates in the selection of staff in accordance with the City's hiring policy; supervises trains, motivates, coaches and evaluates assigned personnel.

Quals Must have at least a high school diploma or equivalent from an accredited institution. An Associate's degree or higher from an accredited college or university in environmental science, water resource management, biology, chemistry, or related field and a minimum of two (2) years of responsible experience in water treatment plant operation (for Water Treatment Plant) or wastewater treatment plant operation (for Wastewater Treatment Plant) or any equivalent combination of education and experience is required. Supervisory experience and four (4) or more years of work experience are preferred. Must have a Grade IV Treatment Operator certification from the State of Environment and Conservation or its successor, or have the ability to obtain through reciprocity within six (6) months of employment. For the Water Treatment Plant, must have a Grade II Water Distribution certification from the State Department of Environment and Conservation or its successor, or obtain within twelve (12) months of employment. Must possess or have the ability to obtain a driver's license valid in the State and the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CLARKSVILLE, TN	WATER DISTRIBUTION/WATER COLLECTION SUPERVISOR	Good	\$39,958	\$46,951	\$53,943	35.0%	<input type="checkbox"/>		
GERMANTOWN, TN	WATER DISTRIBUTION FIELD SUPERVISOR	Good	\$40,957	\$50,992	\$61,026	49.0%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	WTP MAINTENANCE SUPERVISOR	Good	\$44,491	\$52,912	\$61,332	37.9%	<input type="checkbox"/>		
CHATTANOOGA, TN	PLANT OPERATIONS SUPERVISOR	Good	\$48,124	\$61,934	\$75,743	57.4%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	TREATMENT PLANT SHIFT SUPERVISOR	Good	\$49,785	\$54,880	\$59,975	20.5%	<input type="checkbox"/>		

Average			\$44,663	\$53,533	\$62,404	39.7%
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MURFREESBORO, TN			PLANT SHIFT SUPERVISOR (WATER/WASTEWATER)				
			\$46,363	\$53,706	\$61,048	31.7%	
			\$ Difference	\$1,700	\$172	(\$1,356)	
			% Difference	3.7%	0.3%	-2.2%	

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

POLICE CAPTAIN

Descrip	Plans, organizes, directs, staffs, and evaluates subordinate personnel in the assigned section or division. Inspects or causes to be inspected all police installations, equipment and employees within the assigned section or division on a regular basis. Tours the City on a regular basis to keep informed on problem areas in order to recommend or direct appropriate problem-solving action. Reports incidents and pursues the appropriate course of action.
Quals	Must have at least ten (10) years of law enforcement experience and currently hold the rank of Police Department Police Lieutenant, or its equivalent. Must maintain P.O.S.T. certification. Will be required to successfully complete an upper level management course such as the FBI National Academy, Northwestern University School of Staff and Command, Southeast Command and Leadership Academy (SECLA), Southern Police Institute Command Development Course, or any equivalent course as approved by the Police Chief within eighteen (18) months of promotion.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
WILLIAMSON COUNTY, TN	POLICE CAPTAIN	Good	\$48,848	\$63,502	\$78,156	60.0%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	CAPTAIN	Good	\$51,940	\$62,337	\$72,733	40.0%	<input type="checkbox"/>		
GERMANTOWN, TN	POLICE CAPTAIN	Good	\$52,202	\$66,036	\$79,869	53.0%	<input type="checkbox"/>		
CHATTANOOGA, TN	POLICE CAPTAIN	Good	\$59,359	\$68,405	\$77,450	30.5%	<input type="checkbox"/>		
CLARKSVILLE, TN	CAPTAIN (POLICE)	Good	\$59,957	\$68,951	\$77,945	30.0%	<input type="checkbox"/>		
OAK RIDGE, TN	POLICE CAPTAIN	Good	\$60,299	\$75,379	\$90,459	50.0%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	POLICE CAPTAIN	Good	\$61,352	\$72,964	\$84,575	37.9%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	POLICE CAPTAIN	Good	\$64,076	\$77,677	\$91,278	42.5%	<input type="checkbox"/>		
KNOXVILLE, TN	POLICE CAPTAIN	Good	\$67,950	\$73,978	\$80,005	17.7%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	POLICE CAPTAIN	Good	\$71,188	\$84,239	\$97,290	36.7%	<input type="checkbox"/>		

Average	\$59,717	\$71,347	\$82,976	38.9%
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MURFREESBORO, TN	POLICE CAPTAIN		\$64,105	\$74,260	\$84,414	31.7%
		\$ Difference	\$4,387	\$2,913	\$1,438	
		% Difference	6.8%	3.9%	1.7%	

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

POLICE CHIEF

Descrip Manages all aspects of the Police Department operation, including, but not limited to, employment, promotion, policy development, counseling, discipline, litigation and termination recommendations. Provides periodic reports to the City Manager on Department events as they may develop. Reviews and approves all Departmental requests for training and travel, purchase orders and requests for payment, Supervisor's Event Reports, Drug Fund purchases, proposals for grant applications, and bid specifications and requests for proposals for all Department purchases. Initiates, reviews and approves the preparation of official correspondence to higher officials, subject to publication for legal review, concerning Department business and activities. Assists all City department heads and assistants regarding daily governmental operations which involve the Police Department.

Quals Must have been a certified law enforcement officer for at least ten (10) years; current certification under State Code desirable. Must possess a driver's license valid in the State with the ability to safely operate a motor vehicle. Must be a high school graduate or possess equivalent; college degree, preferred. Must have at least ten (10) years of law enforcement experience including at least three (3) years of command level rank and responsibilities; Police Department rank of Police Captain or higher or its equivalent. Successfully completed a program of advanced law enforcement education such as the Federal Bureau of Investigation (FBI) National Academy, or a comparable program. Successfully completed management training deemed necessary and appropriate for this position.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
GERMANTOWN, TN	POLICE CHIEF	Good					<input type="checkbox"/>		\$137,000
KNOXVILLE, TN	POLICE CHIEF	Good					<input type="checkbox"/>		\$139,081
TOWN OF CARY, NC	POLICE CHIEF	Good					<input type="checkbox"/>		\$152,131
TOWN OF COLLIERVILLE, TN	POLICE CHIEF	Good	\$67,349	\$91,967	\$116,585	73.1%	<input type="checkbox"/>		
OAK RIDGE, TN	POLICE CHIEF	Good	\$76,960	\$96,190	\$115,419	50.0%	<input type="checkbox"/>		
ATHENS-CLARKE COUNTY UNIFIED GOVERNMENT, GA	POLICE CHIEF	Good	\$77,024	\$100,131	\$123,238	60.0%	<input type="checkbox"/>		
CLARKSVILLE, TN	POLICE CHIEF	Good	\$78,947	\$98,684	\$118,421	50.0%	<input type="checkbox"/>		
BRENTWOOD, TN	POLICE CHIEF	Good	\$82,971	\$101,546	\$120,120	44.8%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	POLICE CHIEF	Good	\$84,603	\$100,615	\$116,627	37.9%	<input type="checkbox"/>		
CITY OF GREENVILLE, SC	POLICE CHIEF	Good	\$87,506	\$113,755	\$140,005	60.0%	<input type="checkbox"/>		
CITY OF COLUMBIA, MO	POLICE CHIEF	Good	\$90,501	\$119,914	\$149,327	65.0%	<input type="checkbox"/>		
CHATTANOOGA, TN	POLICE CHIEF	Good	\$90,746	\$116,785	\$142,824	57.4%	<input type="checkbox"/>		
LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT	POLICE CHIEF	Good	\$93,623	\$121,447	\$149,271	59.4%	<input type="checkbox"/>		
FRANKLIN, TN	CHIEF OF POLICE	Good	\$100,900	\$121,730	\$142,560	41.3%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	POLICE CHIEF	Good	\$119,052	\$178,936	\$238,819	100.6%	<input type="checkbox"/>		

Average			\$87,515	\$113,475	\$139,435	<input type="text" value="59.3%"/>			\$142,737
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MURFREESBORO, TN	POLICE CHIEF		\$89,331	\$109,431	\$129,530	45.0%			
		\$ Difference	\$1,816	(\$4,044)	(\$9,904)				
		% Difference	2.0%	-3.7%	-7.6%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

POLICE LIEUTENANT

Descrip Supervises the scheduling, assignment and direction of subordinate personnel in the assigned unit, shift or section. Maintains an acceptable level of morale and professionalism in the assigned unit, shift or section. Reports incidents to immediate supervisors and pursues the appropriate course(s) of action. Initiates or pursues disciplinary actions on subordinates through investigations and reports findings as needed. Advises subordinates about unusual or complex situations when necessary. Works various shifts as needed to supervise work performance and reviews activity of subordinates. Supervises and objectively evaluates subordinate work performance on employee performance evaluations.

Quals Minimum of two (2) years at the rank of Police Sergeant with the City Police Department. Must maintain P.O.S.T. certification.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
WILLIAMSON COUNTY, TN	LIEUTENANT	Good	\$42,224	\$54,891	\$67,558	60.0%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	LIEUTENANT	Good	\$43,740	\$52,502	\$61,263	40.1%	<input type="checkbox"/>		
BRENTWOOD, TN	POLICE LIEUTENANT	Good	\$47,091	\$57,627	\$68,162	44.7%	<input type="checkbox"/>		
OAK RIDGE, TN	POLICE LIEUTENANT	Good	\$49,628	\$62,025	\$74,422	50.0%	<input type="checkbox"/>		
CHATTANOOGA, TN	POLICE LIEUTENANT	Good	\$52,739	\$60,776	\$68,813	30.5%	<input type="checkbox"/>		
CLARKSVILLE, TN	LIEUTENANT (POLICE)	Good	\$53,494	\$61,518	\$69,542	30.0%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	POLICE LIEUTENANT	Good	\$55,315	\$63,023	\$70,730	27.9%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	POLICE LIEUTENANT	Good	\$56,616	\$67,331	\$78,046	37.9%	<input type="checkbox"/>		
GERMANTOWN, TN	POLICE LIEUTENANT	Good	\$59,168	\$61,582	\$63,996	8.2%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	POLICE LIEUTENANT	Good	\$59,393	\$70,285	\$81,177	36.7%	<input type="checkbox"/>		
KNOXVILLE, TN	POLICE LIEUTENANT	Good	\$59,606	\$64,206	\$68,805	15.4%	<input type="checkbox"/>		
FRANKLIN, TN	POLICE LIEUTENANT	Good	\$63,041	\$76,020	\$88,999	41.2%	<input type="checkbox"/>		

Average			\$53,505	\$62,649	\$71,793	34.2%
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MURFREESBORO, TN	POLICE LIEUTENANT		\$53,814	\$62,338	\$70,862	31.7%
		\$ Difference	\$309	(\$311)	(\$930)	
		% Difference	0.6%	-0.5%	-1.3%	

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

POLICE OFFICER I

Descrip THE POLICE OFFICER I IS A CERTIFIED POSITIONS THAT HAS COMPLETED THEIR FTO TRAINING AND IS DUTY READY. Protects persons and property in routine and emergency situations. Preserves the peace by using lawful authority to manage and defuse conflict situations. Provides information and assistance to members of the public. Understands and validly enforces federal and state laws and local ordinances while exercising good judgment and reasonable discretion. Independently patrols assigned areas so as to prevent and detect crime. Investigates accidents and crimes. Issues citations and arrest warrants and conducts searches of persons and property. Pursues fleeing suspects on foot and successfully apprehends them.

Quals Must be a high school graduate or possess GED equivalent. Must possess a driver's license valid in the State with the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	POLICE OFFICER	Good	\$33,078	\$43,742	\$54,406	64.5%	<input type="checkbox"/>		
OAK RIDGE, TN	POLICE OFFICER	Good	\$33,571	\$41,964	\$50,356	50.0%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	PATROL OFFICER	Good	\$33,943	\$40,735	\$47,527	40.0%	<input type="checkbox"/>		
BRENTWOOD, TN	POLICE OFFICER I	Good	\$35,194	\$41,850	\$48,506	37.8%	<input type="checkbox"/>		
CHATTANOOGA, TN	POLICE OFFICER	Good	\$35,913	\$40,704	\$45,494	26.7%	<input type="checkbox"/>		
CLARKSVILLE, TN	POLICE OFFICER I	Good	\$36,391	\$40,031	\$43,670	20.0%	<input type="checkbox"/>		
FRANKLIN, TN	POLICE OFFICER	Good	\$39,356	\$47,459	\$55,561	41.2%	<input type="checkbox"/>		
KNOXVILLE, TN	POLICE OFFICER I	Good	\$39,494	\$42,997	\$46,500	17.7%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	POLICE OFFICER I	Good	\$40,125	\$47,481	\$54,837	36.7%	<input type="checkbox"/>		
GERMANTOWN, TN	POLICE OFFICER	Good	\$43,714	\$49,446	\$55,177	26.2%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	POLICE OFFICER	Good	\$44,491	\$52,912	\$61,332	37.9%	<input type="checkbox"/>		

Average			\$37,752	\$44,483	\$51,215	35.7%			
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MURFREESBORO, TN	POLICE OFFICER I		\$34,643	\$36,526	\$38,409	10.9%			
		\$ Difference	(\$3,109)	(\$7,957)	(\$12,806)				
		% Difference	-9.0%	-21.8%	-33.3%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

POLICE SERGEANT

Descrip Makes effective shift assignments of departmental personnel. Reviews and approves reports and records prepared by subordinates including incident, accident, event and personnel reports and ensures the accuracy and completeness of such records. Provides effective supervision to subordinates in all aspects of police work. Initiates disciplinary actions against subordinates as necessary. Advises subordinates about unusual or complex situations. Provides experienced back-up in hazardous or unusual situations. Receives and appropriately handles complaints from members of the public. Works cooperatively with officers of other agencies. Effectively communicates developments in operations and investigations and directives from superior officers to subordinates. Communicates accurate information to superiors about personnel and on-going operations.

Quals Must have five (5) continuous years of service as a Certified Police Officer, including three (3) continuous years of service as a Certified Police Officer with the City Police Department. Must maintain POST certification.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
RUTHERFORD COUNTY, TN	SERGEANT	Good	\$40,232	\$48,146	\$56,059	39.3%	<input type="checkbox"/>		
OAK RIDGE, TN	POLICE SERGEANT	Good	\$40,830	\$51,033	\$61,235	50.0%	<input type="checkbox"/>		
BRENTWOOD, TN	POLICE SERGEANT	Good	\$42,036	\$51,449	\$60,861	44.8%	<input type="checkbox"/>		
CHATTANOOGA, TN	POLICE SERGEANT	Good	\$45,494	\$53,317	\$61,139	34.4%	<input type="checkbox"/>		
CLARKSVILLE, TN	SERGEANT (POLICE)	Good	\$46,993	\$54,042	\$61,091	30.0%	<input type="checkbox"/>		
FRANKLIN, TN	POLICE SERGEANT	Good	\$49,810	\$60,065	\$70,320	41.2%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	POLICE SERGEANT	Good	\$52,246	\$62,134	\$72,022	37.9%	<input type="checkbox"/>		
KNOXVILLE, TN	POLICE SERGEANT	Good	\$53,221	\$56,726	\$60,230	13.2%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	POLICE SERGEANT	Good	\$54,058	\$63,969	\$73,879	36.7%	<input type="checkbox"/>		

Average		\$47,213	\$55,653	\$64,093	35.8%
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MURFREESBORO, TN	POLICE SERGEANT		\$47,429	\$54,942	\$62,455	31.7%
		\$ Difference	\$215	(\$711)	(\$1,638)	
		% Difference	0.5%	-1.3%	-2.6%	

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

PROGRAM COORDINATOR

Descrip Implements, coordinates, and monitors programs, activities, and special events conducted at community centers, greenways, parks, playgrounds, gyms, athletic fields, and other sites within the City. Coordinates with the assigned supervisor and other Division Coordinators to establish programming goals. Coordinates recreational activities with other departmental staff, outside groups, clubs or other agencies for the purpose of providing programs and activities for the public. Assigns, supervises, trains, advises, and evaluates staff in the performance of their specific functions. Submits budget requests to the assigned supervisor. Advises programming staff of City and PRD policies and procedures and ensures they are followed and enforced. Makes recommendations for new programs, activities and/or special events.

Quals Education equivalent to that represented by graduation from an accredited four-year college or university with major emphasis in Recreation, Health, Physical Education, Recreation and Safety or related field required. Certification by the State Recreation and Parks Association is preferred. Three (3) years of experience in planning, organizing, initiating and supervising recreational activities and programs is preferred. Must have experience in planning, organizing, supervising, and conducting recreation programs in a variety of areas and age groups. Must possess current CPR/AED certifications or the ability to obtain same within three (3) months from date of hire. Must possess or have the ability to obtain a driver's license valid in the State with the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
OAK RIDGE, TN	RECREATION PROGRAM COORDINATOR	Good	\$33,571	\$41,964	\$50,356	50.0%	<input type="checkbox"/>		
TOWN OF COLLIERVILLE, TN	COORDINATOR, RECREATION PROGRAMS	Good	\$35,619	\$48,613	\$61,606	73.0%	<input type="checkbox"/>		
KNOXVILLE, TN	RECREATION PROGRAM SPECIALIST	Good	\$36,732	\$40,721	\$44,709	21.7%	<input type="checkbox"/>		
CHATTANOOGA, TN	RECREATION PROGRAM COORDINATOR	Good	\$37,707	\$48,527	\$59,346	57.4%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	RECREATION PROGRAMS SUPERVISOR	Good	\$37,888	\$45,058	\$52,228	37.9%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	PROGRAM COORDINATOR	Good	\$39,428	\$46,656	\$53,884	36.7%	<input type="checkbox"/>		
GERMANTOWN, TN	SPECIAL EVENTS, PROGRAMS AND MARKETING COORDINATOR (PA	Good	\$40,957	\$50,992	\$61,026	49.0%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	PARKS PROGRAM ADMINISTRATOR	Good	\$42,411	\$55,134	\$67,857	60.0%	<input type="checkbox"/>		

Average			\$38,039	\$47,208	\$56,377	48.2%
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MURFREESBORO, TN			PROGRAM COORDINATOR			
				\$37,063	\$42,934	\$48,804
				\$ Difference	(\$976)	(\$4,274)
				% Difference	-2.6%	-10.0%

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

PROJECT ENGINEER

Descrip Reviews site plans and preliminary subdivision plans for compliance with City standards, including review of drainage and erosion control plans and calculations submitted by consulting engineers. Reviews roadway construction plans for compliance with applicable local, state, and federal standards. Performs drainage impact studies to determine impact on drainage system from development or modifications to drainage system. Updates the technical specifications and typical standards for the City Subdivision and Street Regulations relevant to street and storm drainage related issues. Prepares and implements a Stormwater Management Action Plan that includes National Pollutant Discharge Elimination System (NPDES) requirements. Completes and implements stormwater management program. Develops project cost estimates for capital budgets.

Quals Bachelor's Degree or Master's Degree in Civil Engineering and be licensed as a Professional Engineer in the State. Must possess or have the ability to obtain a driver's license valid in the State and have the ability to safely operate a motor vehicle for the purpose of field inspections.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	ENGINEERING PROJECT MANAGER	Good	\$41,260	\$55,995	\$70,730	71.4%	<input type="checkbox"/>		
KNOXVILLE, TN	SYSTEMS ENGINEER	Good	\$46,293	\$59,282	\$72,270	56.1%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	PLANS REVIEWER	Good	\$46,758	\$60,785	\$74,812	60.0%	<input type="checkbox"/>		
BRENTWOOD, TN	ENGINEER	Good	\$47,091	\$58,864	\$70,637	50.0%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	P.W. ENGINEER/EIT	Good	\$49,000	\$58,808	\$68,615	40.0%	<input type="checkbox"/>		
FRANKLIN, TN	STAFF ENGINEER I	Good	\$49,810	\$60,065	\$70,320	41.2%	<input type="checkbox"/>		
CHATTANOOGA, TN	PROJECT ENGINEER	Good	\$50,531	\$65,031	\$79,530	57.4%	<input type="checkbox"/>		
GERMANTOWN, TN	ENGINEER II	Good	\$52,202	\$66,036	\$79,869	53.0%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	ENGINEER I	Good	\$52,691	\$60,596	\$68,501	30.0%	<input type="checkbox"/>		
CLARKSVILLE, TN	ENGINEERING PROJECT COORDINATOR	Good	\$60,090	\$72,108	\$84,126	40.0%	<input type="checkbox"/>		

Average			\$49,573	\$61,757	\$73,941	49.2%
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MURFREESBORO, TN			PROJECT ENGINEER			
				\$52,206	\$63,953	\$75,700
				\$ Difference	\$2,634	\$2,196
				% Difference	5.0%	3.4%

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

PUBLIC INFORMATION OFFICER

Descrip Assists the Communications Director in disseminating City information to the public via print, internet, and television through the utilization of press releases, the City website, social media networks, media interviews, and the City's government television station. Develops information that the City needs to be communicated to the public. Information must be accurate, timely, and appropriate. Serves as the City's media contact; prepares press releases, responds to media inquiries (including public records requests), arranges for appropriate and knowledgeable City employees to act as City spokespersons on particular topics and, as needed, serves as a City spokesperson. Works together with other City staff to develop and issue content for a variety of social media platforms.

Quals Bachelor's Degree from an accredited college or university required, with a major emphasis in public relations, journalism, communications, business or public administration preferred. Minimum five (5) years of experience in communications or public relations field required. Experience with different types of media, including print, television, radio, web, photography, and social media preferred. Must possess or have the ability to obtain a driver's license valid in the State and the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CHATTANOOGA, TN	DIRECTOR OF COMMUNICATIONS	Good					<input type="checkbox"/>		\$64,599
TOWN OF COLLIERVILLE, TN	PUBLIC INFORMATION OFFICER	Good	\$39,850	\$54,082	\$68,313	71.4%	<input type="checkbox"/>		
CLARKSVILLE, TN	PUBLIC INFORMATION OFFICER/COMMUNICATIONS DIRECTOR	Good	\$50,656	\$60,788	\$70,919	40.0%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	PUBLIC INFORMATION COORDINATOR	Good	\$52,691	\$60,596	\$68,501	30.0%	<input type="checkbox"/>		
KNOXVILLE, TN	PUBLIC INFORMATION OFFICER	Good	\$66,187	\$74,210	\$82,233	24.2%	<input type="checkbox"/>		
Average			\$52,346	\$62,419	\$72,492	38.5%			\$64,599

MURFREESBORO, TN	PUBLIC INFORMATION OFFICER		\$55,293	\$67,735	\$80,176	45.0%			
		\$ Difference	\$2,947	\$5,316	\$7,684				
		% Difference	5.3%	7.8%	9.6%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

PUBLIC WORKS CREW CHIEF

Descrip Operates and maintains construction equipment and vehicles which may include: backhoe, loader, dozer, grader, steel wheel roller, tractor, tractor with bush hog, single and dual axle dump trucks. Performs manual labor if necessary and uses hand tools to perform various tasks. Supervises a work crew responsible for the performance of public works oriented projects which may include: maintenance and installation of storm drainage systems, street repairs, clearing and grading projects, mowing activities, ice and snow removal, and other activities as required. Accurately communicates information to assigned supervisors in a timely and useful manner.

Quals High School diploma or GED equivalent preferred; education may be waived if candidate proves they have the necessary work experience and skills to satisfactorily perform the functions of this position. Must possess a driver's license valid in the State with a Commercial Driver's License (CDL), Class B endorsement, or be able to obtain this endorsement within six (6) months after being hired, and the ability to safely operate a motor vehicle.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	CREW LEADER	Good	\$29,978	\$40,685	\$51,391	71.4%	<input type="checkbox"/>		
CLARKSVILLE, TN	UTILITY AND CONSTRUCTION MAINTENANCE SPECIALIST	Good	\$32,464	\$38,145	\$43,826	35.0%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	SANITATION LEADER	Good	\$32,810	\$36,180	\$39,551	20.5%	<input type="checkbox"/>		
KNOXVILLE, TN	PUBLIC SERVICE CREW LEADER	Good	\$33,017	\$36,516	\$40,015	21.2%	<input type="checkbox"/>		
CHATTANOOGA, TN	CREW SUPERVISOR III	Good	\$34,201	\$44,015	\$53,829	57.4%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	FOREMAN - CONSTRUCTION	Good	\$35,916	\$43,110	\$50,304	40.1%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	HIGHWAY FOREMAN	Good	\$36,628	\$47,616	\$58,604	60.0%	<input type="checkbox"/>		
OAK RIDGE, TN	MAINTENANCE CREW CHIEF, STREET	Good	\$37,024	\$46,290	\$55,556	50.1%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	CREW LEADER	Good	\$37,888	\$45,058	\$52,228	37.9%	<input type="checkbox"/>		
FRANKLIN, TN	LANDSCAPE MAINTENANCE CREW CHIEF	Good	\$39,356	\$47,459	\$55,561	41.2%	<input type="checkbox"/>		

Average			\$34,928	\$42,507	\$50,087	43.4%
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MURFREESBORO, TN	PUBLIC WORKS CREW CHIEF		\$35,246	\$40,829	\$46,413	31.7%
		\$ Difference	\$318	(\$1,678)	(\$3,674)	
		% Difference	0.9%	-4.1%	-7.9%	

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

SECRETARY/RECEPTIONIST

Descrip Types, files, answers the phone, takes messages, deals with the public, maintains office records, and other duties as assigned. Operates personal computers, application software, photocopying machines, multi-line telephones and inter-office communications systems accurately and efficiently. Prepares and types documents utilizing correct business English, punctuation, and spelling, and proofreads documents accurately. Makes simple mathematical calculations in an efficient and accurate manner.

Quals Must possess a high school diploma or GED equivalent with preference of course work in typing, personal computers, and secretarial skills. Three (3) years or more of secretarial/receptionist experience in a business office environment preferred. Typing skill of at least forty-five (45) words per minute preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF SMYRNA, TN	RECEPTIONIST	Good	\$19,924	\$23,695	\$27,466	37.9%	<input type="checkbox"/>		
GERMANTOWN, TN	GENERAL CLERK	Good	\$22,837	\$27,519	\$32,200	41.0%	<input type="checkbox"/>		
CHATTANOOGA, TN	ADMINISTRATIVE SUPPORT ASSISTANT I	Good	\$23,550	\$28,298	\$33,046	40.3%	<input type="checkbox"/>		
BRENTWOOD, TN	RECEPTIONIST/SECRETARY	Good	\$23,858	\$29,817	\$35,776	50.0%	<input type="checkbox"/>		
WILLIAMSON COUNTY, TN	SECRETARY	Good	\$24,793	\$32,231	\$39,668	60.0%	<input type="checkbox"/>		
RUTHERFORD COUNTY, TN	DEPUTY CLERK I	Good	\$24,830	\$29,794	\$34,758	40.0%	<input type="checkbox"/>		
KNOXVILLE, TN	OFFICE ASSISTANT I	Good	\$26,980	\$29,696	\$32,411	20.1%	<input type="checkbox"/>		
FRANKLIN, TN	ADMINISTRATIVE SECRETARY	Good	\$27,640	\$33,331	\$39,022	41.2%	<input type="checkbox"/>		
OAK RIDGE, TN	OFFICE SPECIALIST	Good	\$27,664	\$34,559	\$41,454	49.8%	<input type="checkbox"/>		
Average			\$24,675	\$29,882	\$35,089	42.2%			

MURFREESBORO, TN	SECRETARY/RECEPTIONIST		\$25,838	\$29,933	\$34,028	31.7%			
		\$ Difference	\$1,163	\$51	(\$1,061)				
		% Difference	4.5%	0.2%	-3.1%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

STAFF ATTORNEY

Descrip	Provides legal representation and advice to City officials, employees, boards, commissions and entities, orally and in writing, and at private and public meetings and administrative hearings. Handles litigation brought on behalf of City or brought against City, City officials, or City employees. Researches, writes, and files pleadings, motions, briefs, and other documents and exhibits. Conducts depositions, trials, and appeals of proceedings in State and Federal Courts. Handles real estate transactions including acquisition and sale of land and interests in land through preparation of contracts, leases, easements, deeds, trust deeds, instruments of title, liens, releases and other documents. Prepares and/or reviews contract documents for construction projects and for the purchase, lease, or sale of goods, services and professional services including specifications, bid documents, requests for proposals, requests for qualifications, bonds, and contractual agreements. Reviews rules, policies, plans, and forms prepared by other City personnel for compliance with applicable laws.
Quals	Law degree from accredited law school with minimum of two (2) years of experience as an attorney handling civil matters; admitted to practice in the State. Experience in representing governmental or corporate entities desirable. Significant experience in specialized area of law relevant to municipal practice, e.g. administrative law, litigation, real estate law, contract law, construction law, employment law, etc., desirable. Must possess a driver's license valid in the State and the ability to safely operate a motor vehicle. Must attend Continuing Legal Education seminars to meet requirements for continuing licensure for law practice.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CLARKSVILLE, TN	STAFF ATTORNEY	Good	\$50,656	\$60,788	\$70,919	40.0%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	ATTORNEY I	Good	\$52,691	\$60,596	\$68,501	30.0%	<input type="checkbox"/>		
CHATTANOOGA, TN	STAFF ATTORNEY	Good	\$58,496	\$75,281	\$92,066	57.4%	<input type="checkbox"/>		
OAK RIDGE, TN	SENIOR STAFF ATTORNEY	Good	\$60,299	\$75,379	\$90,459	50.0%	<input type="checkbox"/>		
TOWN OF SMYRNA, TN	STAFF ATTORNEY	Good	\$61,352	\$72,964	\$84,575	37.9%	<input type="checkbox"/>		
FRANKLIN, TN	STAFF ATTORNEY I	Good	\$70,921	\$85,523	\$100,124	41.2%	<input type="checkbox"/>		
KNOXVILLE, TN	STAFF ATTORNEY	Good	\$85,954	\$96,788	\$107,622	25.2%	<input type="checkbox"/>		
Average			\$62,910	\$75,331	\$87,752	39.5%			
MURFREESBORO, TN			\$64,503	\$79,016	\$93,528	45.0%			
			\$ Difference	\$1,593	\$3,685	\$5,776			
			% Difference	2.5%	4.7%	6.2%			

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

TRAFFIC ENGINEER

Descrip	Reviews all site plans and subdivision plans for compliance with City Street and Subdivision Standards, including review of roadway design and traffic technical submittals from consulting engineers. Performs Traffic Impact Studies to determine impact to street system from development or roadway modifications. Updates the technical specifications and typical standards for the City Street and Subdivision Regulations relevant to all traffic related issues. Performs signal system timing pattern development and modification for local intersections and for the interconnected systems. Performs Computer Aided Drafting (CAD) design work utilizing ACAD 13 and Microstation on both personal computers and work stations for City designed engineering projects.
Quals	Bachelor's Degree or Master's Degree in Civil Engineering or Traffic Engineering and be registered, or have ability within twelve (12) months to obtain registration, as a Professional Engineer in the State. Possess a driver's license valid in the State. Previous experience as a traffic engineer preferred.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
TOWN OF COLLIERVILLE, TN	SENIOR CIVIL ENGINEER	Good	\$48,311	\$65,564	\$82,817	71.4%	<input type="checkbox"/>		
KNOXVILLE, TN	TRAFFIC ENGINEER I	Good	\$51,720	\$57,733	\$63,746	23.3%	<input type="checkbox"/>		
FRANKLIN, TN	TRAFFIC/TRANSPORTATION ENGINEER II	Good	\$56,036	\$67,577	\$79,118	41.2%	<input type="checkbox"/>		
Average			\$52,022	\$63,625	\$75,227	44.6%			

MURFREESBORO, TN	TRAFFIC ENGINEER		\$56,821	\$69,606	\$82,391	45.0%			
		\$ Difference	\$4,799	\$5,981	\$7,164				
		% Difference	8.4%	8.6%	8.7%				

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

TURF CARE SUPERVISOR

Descrip Assisting in the planning and coordinating of all maintenance and projects related to the upkeep of the golf course. Schedules weekly work hours for maintenance employees. Communicates with all golf course personnel in a professional manner. Supervises performance of work of maintenance employees. Trains all maintenance employees on use of equipment with regards to both safety and operation. Assigns daily work duties to maintenance employees. Identifies turf diseases and pests. Reads and understands labels related to chemicals. Generates spray programs to control pests, diseases, and to promote healthy turfgrass and landscape.

Quals Education equivalent to that represented by graduation from an accredited college with one (1) year of experience in turf-related field preferred; or two (2) years of college or trade school with an emphasis in turf management and three (3) years of experience in turf-related field; or high school diploma or GED and seven (7) years of experience in golf course turf maintenance with extensive background in all areas of golf course management required. Experience in bent grass turf maintenance required. Certified pest applicator preferred; or ability to obtain certification within twelve (12) months required. Ability to maintain certified pest applicator status required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
WILLIAMSON COUNTY, TN	TURF MANAGER	Good	\$28,704	\$37,315	\$45,926	60.0%	<input type="checkbox"/>		
CLARKSVILLE, TN	GOLF COURSE MAINTENANCE SPECIALIST	Good	\$30,323	\$35,630	\$40,936	35.0%	<input type="checkbox"/>		
NASHVILLE-DAVIDSON COUNTY, TN	GREENSKEEPER II	Good	\$43,022	\$47,445	\$51,868	20.6%	<input type="checkbox"/>		

Average **\$34,016** **\$40,130** **\$46,243** 35.9%

MURFREESBORO, TN	TURF CARE SUPERVISOR		\$34,128	\$41,807	\$49,485	45.0%
		\$ Difference	\$112	\$1,677	\$3,242	
		% Difference	0.3%	4.0%	6.6%	

Salary Survey Results Summary

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

Job Class Title	Averages For Each Job Class					MURFREESBORO, TN								
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
CUSTODIAN	\$23,014	\$27,613	\$32,212				40.0%	\$21,507	-7.0%	\$24,914	-10.8%	\$28,320	-13.7%	31.7%
LABORER (SOLID WASTE DEPARTMENT)	\$24,129	\$28,588	\$33,047				37.0%	\$24,828	2.8%	\$28,761	0.6%	\$32,693	-1.1%	31.7%
SECRETARY/RECEPTIONIST	\$24,675	\$29,882	\$35,089				42.2%	\$25,838	4.5%	\$29,933	0.2%	\$34,028	-3.1%	31.7%
CUSTOMER SERVICE CLERK	\$26,634	\$32,026	\$37,418				40.5%	\$28,626	7.0%	\$33,160	3.4%	\$37,694	0.7%	31.7%
DRIVER (SOLID WASTE DEPARTMENT)	\$26,531	\$32,914	\$39,297				48.1%	\$30,201	12.2%	\$34,985	5.9%	\$39,769	1.2%	31.7%
LANDSCAPER/GREENSKEEPER	\$27,424	\$33,091	\$38,759				41.3%	\$27,332	-0.3%	\$31,661	-4.5%	\$35,991	-7.7%	31.7%
EQUIPMENT OPERATOR	\$28,759	\$34,886	\$41,013				42.6%	\$30,649	6.2%	\$35,511	1.8%	\$40,373	-1.6%	31.7%
HUMAN RESOURCES ASSISTANT	\$29,920	\$36,416	\$42,911				43.4%	\$32,958	9.2%	\$38,177	4.6%	\$43,396	1.1%	31.7%
ADMINISTRATIVE SUPPORT SPECIALIST	\$29,912	\$36,730	\$43,548				45.6%	\$33,382	10.4%	\$38,670	5.0%	\$43,958	0.9%	31.7%
TURF CARE SUPERVISOR	\$34,016	\$40,130	\$46,243				35.9%	\$34,128	0.3%	\$41,807	4.0%	\$49,485	6.6%	45.0%
DISPATCHER (POLICE DEPARTMENT)	\$32,781	\$40,255	\$47,729				45.6%	\$30,539	-7.3%	\$35,377	-13.8%	\$40,214	-18.7%	31.7%
EQUIPMENT MECHANIC	\$33,735	\$40,353	\$46,970				39.2%	\$34,359	1.8%	\$39,801	-1.4%	\$45,244	-3.8%	31.7%
ADMINISTRATIVE ASSISTANT	\$33,454	\$40,748	\$48,042				43.6%	\$37,486	10.8%	\$43,424	6.2%	\$49,362	2.7%	31.7%
LABORATORY TECHNICIAN	\$32,662	\$40,821	\$48,981				50.0%	\$33,849	3.5%	\$39,201	-4.1%	\$44,554	-9.9%	31.6%
ASSISTANT PROGRAM COORDINATOR	\$34,822	\$42,065	\$49,308				41.6%	\$31,503	-10.5%	\$36,493	-15.3%	\$41,483	-18.9%	31.7%
HEAVY EQUIPMENT MECHANIC	\$34,403	\$42,437	\$50,472				46.7%	\$40,201	14.4%	\$46,569	8.9%	\$52,937	4.7%	31.7%
PUBLIC WORKS CREW CHIEF	\$34,928	\$42,507	\$50,087				43.4%	\$35,246	0.9%	\$40,829	-4.1%	\$46,413	-7.9%	31.7%
FIREFIGHTER I	\$36,510	\$43,281	\$50,052				37.1%	\$34,651	-5.4%	\$36,532	-18.5%	\$38,413	-30.3%	10.9%
CREW LEADER	\$35,893	\$43,317	\$50,740				41.4%	\$32,698	-9.8%	\$37,878	-14.4%	\$43,057	-17.8%	31.7%
MASTER PLANT OPERATOR	\$35,393	\$43,752	\$52,112				47.2%	\$41,870	15.5%	\$48,506	9.8%	\$55,141	5.5%	31.7%
POLICE OFFICER I	\$37,752	\$44,483	\$51,215				35.7%	\$34,643	-9.0%	\$36,526	-21.8%	\$38,409	-33.3%	10.9%
COMMUNICATIONS SPECIALIST	\$37,339	\$45,287	\$53,234				42.6%	\$40,728	8.3%	\$47,179	4.0%	\$53,630	0.7%	31.7%
FACILITY MAINTENANCE FOREMAN	\$37,456	\$45,445	\$53,433				42.7%	\$34,821	-7.6%	\$40,337	-12.7%	\$45,853	-16.5%	31.7%
PROGRAM COORDINATOR	\$38,039	\$47,208	\$56,377				48.2%	\$37,063	-2.6%	\$42,934	-10.0%	\$48,804	-15.5%	31.7%
FIRE DRIVER	\$42,870	\$50,787	\$58,704			\$44,373	36.9%	\$44,591	3.9%	\$51,653	1.7%	\$58,715	0.0%	31.7%
PLANNER	\$41,062	\$51,064	\$61,066				48.7%	\$45,999	10.7%	\$56,349	9.4%	\$66,699	8.4%	45.0%
FIREFIGHTER - PARAMEDIC	\$42,247	\$51,327	\$60,407				43.0%							
LABORATORY SUPERVISOR	\$43,153	\$52,039	\$60,924				41.2%	\$46,571	7.3%	\$53,955	3.6%	\$61,339	0.7%	31.7%
ACCOUNTANT	\$41,363	\$52,076	\$62,790				51.8%	\$42,940	3.7%	\$49,742	-4.7%	\$56,545	-11.0%	31.7%
PLANT SHIFT SUPERVISOR (WATER/WASTEWATER)	\$44,663	\$53,533	\$62,404				39.7%	\$46,363	3.7%	\$53,706	0.3%	\$61,048	-2.2%	31.7%
POLICE SERGEANT	\$47,213	\$55,653	\$64,093				35.8%	\$47,429	0.5%	\$54,942	-1.3%	\$62,455	-2.6%	31.7%
FACILITY SUPERINTENDENT - MAINTENANCE	\$46,892	\$57,184	\$67,476				43.9%	\$41,337	-13.4%	\$50,639	-12.9%	\$59,940	-12.6%	45.0%
PAYROLL SUPERVISOR/HR SPECIALIST	\$46,714	\$58,133	\$69,551				48.9%	\$53,729	13.1%	\$62,238	6.6%	\$70,746	1.7%	31.7%
PROJECT ENGINEER	\$49,573	\$61,757	\$73,941				49.2%	\$52,206	5.0%	\$63,953	3.4%	\$75,700	2.3%	45.0%
PUBLIC INFORMATION OFFICER	\$52,346	\$62,419	\$72,492			\$64,599	38.5%	\$55,293	5.3%	\$67,735	7.8%	\$80,176	9.6%	45.0%
POLICE LIEUTENANT	\$53,505	\$62,649	\$71,793				34.2%	\$53,814	0.6%	\$62,338	-0.5%	\$70,862	-1.3%	31.7%
FIRE CAPTAIN	\$51,519	\$63,033	\$74,547				44.7%	\$51,246	-0.5%	\$59,361	-6.2%	\$67,476	-10.5%	31.7%

Salary Survey Results for Murfreesboro, TN COMPETITORS, PEERS AND REGIONAL MM

Job Class Title	Averages For Each Job Class					MURFREESBORO, TN								
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
TRAFFIC ENGINEER	\$52,022	\$63,625	\$75,227				44.6%	\$56,821	8.4%	\$69,606	8.6%	\$82,391	8.7%	45.0%
DIRECTOR, GOLF	\$52,091	\$63,940	\$75,789				45.5%	\$65,897	21.0%	\$80,724	20.8%	\$95,551	20.7%	45.0%
AIRPORT MANAGER	\$56,242	\$66,226	\$76,209			\$82,615	35.5%	\$59,527	5.5%	\$72,920	9.2%	\$86,314	11.7%	45.0%
GIS COORDINATOR	\$53,911	\$66,640	\$79,369				47.2%	\$48,633	-10.9%	\$56,336	-18.3%	\$64,038	-23.9%	31.7%
POLICE CAPTAIN	\$59,717	\$71,347	\$82,976				38.9%	\$64,105	6.8%	\$74,260	3.9%	\$84,414	1.7%	31.7%
PLANT MANAGER (WATER/WASTEWATER)	\$56,582	\$71,529	\$86,476				52.8%	\$65,222	13.2%	\$76,732	6.8%	\$88,242	2.0%	35.3%
STAFF ATTORNEY	\$62,910	\$75,331	\$87,752				39.5%	\$64,503	2.5%	\$79,016	4.7%	\$93,528	6.2%	45.0%
ASSISTANT FIRE CHIEF	\$64,715	\$78,664	\$92,613				43.1%	\$64,597	-0.2%	\$79,131	0.6%	\$93,665	1.1%	45.0%
ASSISTANT POLICE CHIEF	\$66,093	\$83,132	\$100,171				51.6%	\$67,060	1.4%	\$82,149	-1.2%	\$97,238	-3.0%	45.0%
ASSISTANT HUMAN RESOURCES DIRECTOR	\$71,211	\$90,973	\$110,734				55.5%	\$67,212	-5.9%	\$82,335	-10.5%	\$97,458	-13.6%	45.0%
INFORMATION TECHNOLOGY DIRECTOR	\$73,558	\$93,629	\$113,700			\$147,887	54.6%	\$73,279	-0.4%	\$89,767	-4.3%	\$106,254	-7.0%	45.0%
DIRECTOR, RECREATION	\$72,218	\$94,115	\$116,012			\$117,809	60.6%	\$77,933	7.3%	\$95,468	1.4%	\$113,003	-2.7%	45.0%
DEPUTY POLICE CHIEF	\$77,563	\$94,786	\$112,010				44.4%	\$77,447	-0.1%	\$94,872	0.1%	\$112,297	0.3%	45.0%
HUMAN RESOURCES DIRECTOR	\$78,216	\$101,194	\$124,173			\$111,706	58.8%	\$83,753	6.6%	\$102,598	1.4%	\$121,443	-2.2%	45.0%
FINANCE DIRECTOR	\$84,344	\$109,919	\$135,494			\$143,945	60.6%	\$90,156	6.4%	\$110,442	0.5%	\$130,727	-3.6%	45.0%
CITY ATTORNEY	\$86,993	\$111,368	\$135,744			\$151,311	56.0%	\$98,852	12.0%	\$121,093	8.0%	\$143,334	5.3%	45.0%
POLICE CHIEF	\$87,515	\$113,475	\$139,435			\$142,737	59.3%	\$89,331	2.0%	\$109,431	-3.7%	\$129,530	-7.6%	45.0%
CITY MANAGER	\$121,922	\$156,691	\$191,459			\$163,884	57.0%	\$116,960	-4.2%	\$143,276	-9.4%	\$169,591	-12.9%	45.0%
Survey Averages	\$48,202	\$59,499	\$70,797			\$117,087	45.16%	\$50,035	3.66%	\$59,554	0.09%	\$69,073	-2.50%	38.05%

SECTION 3.0
Proposed Pay Plans

Proposed Pay Plans

DRAFT

Proposed Pay Plans
City of Murfreesboro

100 % Of Market

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Ann Max</i>	
Public Safety				
205		\$33,933	\$40,719	\$48,456
P053	POLICE TRAINEE			
207		\$37,411	\$44,893	\$53,423
F025	Firefighter			
P075	Police Officer			
209		\$41,246	\$49,495	\$58,899
F012	FIRE DRIVER			
211		\$45,473	\$54,568	\$64,936
P052	POLICE SERGEANT			
212		\$47,747	\$57,296	\$68,183
A024	ASSISTANT FIRE MARSHALL			
F008	FIRE CAPTAIN			
213		\$50,134	\$60,161	\$71,592
F014	FIRE TRAINING COORDINATOR			
P048	POLICE LIEUTENANT			

9 Active Proposed Classes in the Public Safety Pay Plan

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Proposed Pay Plans
City of Murfreesboro

100 % Of Market

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Ann Max</i>	
Unified				
101		\$18,627	\$24,960	\$30,451
P003	ADULT DAY SERVICES ACTIVITY ASST			
P007	AIRPORT OPERATIONS WORKER			
P008	BUS/VAN DRIVER			
P013	COURIER			
F001	FACILITY ATTENDANT			
F017	Fitness/Wellness Coordinator			
P030	GOLF ASSISTANT			
P018	INFORMATION DESK CLERK			
L012	LIFEGUARD			
P062	PROGRAM SPECIALIST			
P039	RECREATION SERVICES ASSISTANT			
102		\$19,558	\$26,208	\$31,974
C004	CASHIER			
103		\$22,932	\$27,518	\$33,572
C018	CUSTODIAN			
H003	FACILITY ATTENDANT LEAD			
F020	FOOD SERVICE MANAGER			
G014	Golf Cart Specialist			
G009	GROUNDSKEEPER			
L003	LABORER			
P001	PARKING ENFORCEMENT AIDE			
P059	RECREATION PROGRAM SPECIALIST			
T004	Theatre Specialist			
M003	W/WW LABORER			
104		\$24,079	\$28,894	\$35,251
A004	ADMINISTRATIVE SUPPORT SPECIALIST I			
P009	CAREGIVER INFORMATION COORDINATOR			
G010	GROUNDSKEEPER/MAINTENANCE WORKER			
O006	Outdoor Program Coordinator			
105		\$25,283	\$30,339	\$37,014
C020	CUSTOMER SERVICE CLERK			
L005	LANDSCAPER/GREENSKEEPER			
M009	METER READER			
R003	REFUSE/CUSTODIAL CREW SUPER.			
P034	VIDEO JOURNALIST			
106		\$26,547	\$31,856	\$38,864
I003	IRRIGATION TECHNICIAN			
M005	MAINTENANCE CREW LEADER			
M004	W/WW MAINTENANCE WORKER			
107		\$27,874	\$33,449	\$40,808
C021	CUSTOMER SERVICE FIELD REP.			
D020	DRIVER - SOLID WASTE			
E007	EQUIPMENT OPERATOR			
L006	GROUNDSKEEPER - LEAD			
L007	LEAD LANDSCAPER/GREENSKEEPER			
L008	LEAD LANDSCAPER/GROUNDSKEEPER			
P057	PREVENTATIVE MAINTENANCE MECHANIC			
T008	TRANSIT OPERATOR			
T011	TREE TRIMMER			
108		\$29,268	\$35,121	\$42,848

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Proposed Pay Plans
City of Murfreesboro

100 % Of Market

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Ann Max</i>	
Unified				
108		\$29,268	\$35,121	\$42,848
P004	ADULT DAY SERVICES PROGRAM COORDINATOR			
P016	GIS MAPPING SPECIALIST			
P043	PLANT OPERATOR (WATER & WASTEWATER)			
P047	POLICE EVIDENCE TECHNICIAN			
S012	SHOP MANAGER			
S014	SIGN TECHNICIAN			
109		\$30,731	\$36,877	\$44,990
A003	ACCOUNTING CLERK			
A007	ADMINISTRATIVE SUPPORT SPECIALIST II			
C002	CROSS CONNECTION TECHNICIAN			
F019	FOG PROGRAM COORDINATOR			
G006	GOLF FACILITY SUPERVISOR			
H006	HELPDESK SUPPORT SPECIALIST			
P056	PRETREATMENT TECHNICIAN			
T003	Theatre Manager			
W003	WATER QUALITY TECHNICIAN			
110		\$32,268	\$38,721	\$47,240
D001	ADMINISTRATIVE AIDE I			
C003	CARE PROGRAM SPECIALIST			
R004	CCTV TECHNICIAN			
C017	CULTURAL ARTS PROGRAM SPECIALIST			
F002	CUSTODIAL SERVICES FOREMAN			
D019	DISPATCHER - POLICE			
H005	HEAVY EQUIPMENT OPERATOR			
L002	LABORATORY TECHNICIAN			
M010	METER SERVICE CREW LEADER			
P077	Permits Technician			
P076	Plant Operator, Senior (Water & Wastewater)			
P067	PUBLIC WORKS CREW LEADER			
U001	UTILITY LOCATOR			
111		\$33,881	\$40,657	\$49,602
A005	ADMINISTRATIVE AIDE II			
A029	ASSISTANT PROGRAM COORDINATOR			
C023	COURT CLERK			
C014	CREW LEADER			
E006	EQUIPMENT MECHANIC			
H007	HUMAN RESOURCES ASSISTANT			
112		\$35,575	\$42,690	\$52,082
S006	ACCOUNTING SPECIALIST			
S007	BIOSOLIDS OPERATOR			
B004	BUILDING/CODES INSPECTOR (TRAINEE)			
C015	CRIME DATA ANALYST			
H004	HEAVY EQUIPMENT MECHANIC			
I002	INVENTORY AND PURCHASING COORDINATOR			
S008	LABORATORY ANALYST			
L010	LEGAL ASSISTANT			
T001	NETWORK SPECIALIST			
P021	NURSE			
P037	Payroll Assistant			
T014	TURF CARE SUPERVISOR			

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Proposed Pay Plans
City of Murfreesboro

100 % Of Market

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Ann Max</i>	
Unified				
112		\$35,575	\$42,690	\$52,082
M007	W/WW MAINTENANCE TECHNICIAN			
113		\$37,354	\$44,825	\$54,686
C001	CROSS CONNECTION SUPERVISOR			
C011	MEDIA PROGRAM PRODUCER			
M012	METER SERVICE MANAGER			
P068	PUBLIC WORKS PROJECTS INSPECTOR			
T010	TRANSPORTATION OPERATIONS SUPERVISOR			
M001	W/WW CREW LEADER			
R005	WATER PROJECTS INSPECTOR			
114		\$39,222	\$47,066	\$57,420
B002	BIOSOLIDS OPERATIONS FOREMAN			
B003	BUILDING/CODES INSPECTOR			
C012	COMMUNICATIONS SHIFT SUPERVISOR			
E002	ELECTRICAL INSPECTOR			
G002	GIS MAPPING TECHNICIAN			
H001	HEAD GOLF PROFESSIONAL			
IO01	INSTRUMENTATION & CONTROLS TECHNICIAN			
L004	LANDSCAPE SITE PLAN INSPECTOR			
M008	MASTER PLANT OPERATOR			
S015	NETWORK ADMINISTRATOR			
P060	PROGRAM COORDINATOR			
A009	RECREATION FACILITY COORDINATOR			
M002	W/WW FOREMAN			
115		\$41,183	\$49,419	\$60,291
A001	ACCOUNTANT			
B001	BENEFITS ADMINISTRATOR			
L011	CLAIMS SPECIALIST			
L009	LEAD MECHANIC			
R007	ROW SAFETY INSPECTOR			
T015	Tax/Licensing Supervisor			
T007	TRAFFIC SIGNAL TECHNICIAN			
116		\$43,242	\$51,890	\$63,306
A022	ASSISTANT DIRECTOR - SOLID WASTE			
D007	DEVELOPMENT COORDINATOR			
G007	GRANT COORDINATOR			
L001	LABORATORY SUPERVISOR			
L014	LINE CONSTR. COORDINATOR			
P044	PLANT SHIFT SUPERVISOR (WATER & WASTEWATER)			
S020	PUBLIC WORKS PROJECT INSPECTOR - SR			
A031	SUPERINTENDENT - ATHLETIC/RECREATION PROGRAMS			
M006	W/WW MAINTENANCE SUPERVISOR			
117		\$45,404	\$54,485	\$66,471
E004	ENGINEER IN TRAINING			
F005	Facility Supervisor			
H010	HUMAN RESOURCES ANALYST			
P041	PLANNER			
P055	PRETREATMENT COORDINATOR			
S001	SAFETY COORDINATOR W/WW			
S013	SIGN ADMINISTRATOR			
G004	W/WW GIS MANAGER			

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Proposed Pay Plans
City of Murfreesboro

100 % Of Market

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Ann Max</i>	
Unified				
117		\$45,404	\$54,485	\$66,471
W002	WATER QUALITY SPECIALIST			
118		\$47,674	\$57,209	\$69,795
C005	CHIEF CITY COURT CLERK			
F007	FINANCE/PERSONNEL SUPERVISOR			
R009	REPORTING & COMPLIANCE MANAGER			
F004	SUPERINTENDENT - FACILITY			
T009	TRANSPORTATION OPERATIONS MANAGER			
119		\$50,058	\$60,069	\$73,284
A027	ASSISTANT PLANT MANAGER			
A026	ASSISTANT WATER OPERATIONS MANAGER			
P040	PLAN EXAMINER			
120		\$52,561	\$63,073	\$76,949
C022	CUSTOMER SERVICE MANAGER			
G003	GIS COORDINATOR			
P058	PRINCIPAL PLANNER			
P064	PROJECT COORDINATOR			
S002	SAFETY OFFICER			
S024	STREETS SUPERINTENDENT			
121		\$55,189	\$66,226	\$80,796
A008	AIRPORT MANAGER			
P066	PUBLIC INFORMATION OFFICER			
T013	TURF CARE MANAGER			
122		\$57,948	\$69,538	\$84,836
D003	ASSISTANT DIRECTOR - BUILDING			
A033	ASSISTANT DIRECTOR - TRAFFIC			
E003	ENGINEER			
E005	ENVIRONMENTAL ENGINEER			
P038	HR AND PAYROLL SUPERVISOR			
P065	PROJECT ENGINEER			
S022	STORM WATER MANAGER			
123		\$60,845	\$73,015	\$89,078
C010	DIRECTOR - COMMUNICATIONS			
F018	DIRECTOR - FLEET SERVICES			
D017	DIRECTOR - URBAN ENVIRONMENTAL			
F022	FIRE MARSHAL			
M011	MIS COORDINATOR			
P042	PLANT MANAGER (WATER & WASTEWATER)			
P045	POLICE CAPTAIN			
S010	SHIFT COMMANDER			
O005	WATER OPERATIONS MANAGER			
124		\$63,888	\$76,665	\$93,532
A018	ASSISTANT DIRECTOR - TRANSPORTATION			
A023	ASSISTANT FIRE CHIEF			
E001	COORDINATOR - EFFECTIVE UTILITY MANAGEMENT			
P049	POLICE MAJOR			
125		\$67,082	\$80,498	\$98,208
A021	ASSISTANT DIRECTOR - RECREATION			
A028	ASSISTANT POLICE CHIEF			
D013	DIRECTOR - BUILDING			
D014	DIRECTOR - COMMUNITY DEVELOPMENT			

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Proposed Pay Plans
City of Murfreesboro

100 % Of Market

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Ann Max</i>	
Unified				
125		\$67,082	\$80,498	\$98,208
D018	DIRECTOR - GOLF			
D012	DIRECTOR - SENIOR CITIZENS CENTER			
D016	DIRECTOR - SOLID WASTE			
126		\$70,436	\$84,523	\$103,119
A017	ASSISTANT DIRECTOR - FINANCE			
A025	ASSISTANT DIRECTOR - HUMAN RESOURCES			
D004	DEPUTY FIRE CHIEF			
R006	RISK MANAGER			
127		\$73,958	\$88,750	\$108,275
P069	DIRECTOR - PURCHASING			
D0009	DIRECTOR - TRANSPORTATION			
A020	FINANCIAL OFFICER - WATER DEPARTMENT			
A019	OPERATIONS OFFICER - WATER DEPARTMENT			
128		\$77,656	\$93,187	\$113,688
D005	DEPUTY POLICE CHIEF			
129		\$81,539	\$97,846	\$119,373
A015	ASSISTANT CITY ATTORNEY			
A030	ASSISTANT TO THE CITY MANAGER			
D011	DIRECTOR - PLANNING			
D015	DIRECTOR - RECREATION			
D008	DIRECTOR - WATER/WASTEWATER			
F011	FIRE CHIEF			
130		\$85,616	\$102,739	\$125,341
C008	CITY JUDGE			
H008	DIRECTOR - HUMAN RESOURCES			
D010	DIRECTOR - INFORMATION TECHNOLOGY			
131		\$89,896	\$107,876	\$131,608
C007	CITY ENGINEER			
132		\$94,391	\$113,269	\$138,189
F006	DIRECTOR - FINANCE			
P046	POLICE CHIEF			
135		\$109,270	\$131,124	\$159,971
A016	ASSISTANT CITY MANAGER			
136		\$114,733	\$137,680	\$167,969
C006	CITY ATTORNEY			
139		\$132,818	\$159,382	\$194,445
C009	CITY MANAGER			

203 Active Proposed Classes in the Unified Pay Plan

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Proposed Pay Plans
City of Murfreesboro

100 % Of Market

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Ann Max</i>
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212 Active Proposed Classes in City of Murfreesboro

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SECTION 5.0
Classification Comparison Lists –
Public Safety/Unified

CLASS COMPARISON LIST BY PAY PLAN

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**Class Comparison List By Pay Plan
City of Murfreesboro**

Proposed Pay Plan: Public Safety

<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>
205				\$33,933	\$40,719	\$48,456
POLICE TRAINEE	POLICE TRAINEE			33,471	33,471	33,471
207				\$37,411	\$44,893	\$53,423
Firefighter	FIREFIGHTER I			34,650	36,532	38,413
Firefighter	FIREFIGHTER II			39,761	45,630	52,369
Police Officer	DETECTIVE			39,753	45,618	52,347
Police Officer	POLICE OFFICER I			34,642	36,526	38,409
Police Officer	POLICE OFFICER II			39,753	45,618	52,347
209				\$41,246	\$49,495	\$58,899
FIRE DRIVER	FIRE DRIVER			44,591	51,161	58,715
211				\$45,473	\$54,568	\$64,936
POLICE SERGEANT	POLICE SERGEANT			47,428	54,426	62,454
212				\$47,747	\$57,296	\$68,183
ASSISTANT FIRE MARSHALL	ASSISTANT FIRE MARSHALL			48,516	55,673	63,882
FIRE CAPTAIN	FIRE CAPTAIN			51,246	58,799	67,476
FIRE CAPTAIN	FIRE CAPTAIN - Shift Inspector			53,267	61,130	70,115
FIRE CAPTAIN	FIRE CAPTAIN - Training Officer			53,267	61,130	70,115
213				\$50,134	\$60,161	\$71,592
FIRE TRAINING COORDINATOR	FIRE TRAINING COORDINATOR			49,185	61,113	71,318
POLICE LIEUTENANT	POLICE LIEUTENANT			53,813	61,752	70,862

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Class Comparison List By Pay Plan City of Murfreesboro

Proposed Pay Plan: Unified

Grade	Proposed Class Title	Original Title	Working Title	Annual Range		
				Min	Mkt	Max
101				\$18,627	\$24,960	\$30,451
	ADULT DAY SERVICES ACTIVITY ASST	PART-TIME ADULT DAY SERVICES ACTIVITY ASST.		15,112	35,831	56,550
	ADULT DAY SERVICES ACTIVITY ASST	PART-TIME ADULT DAY SERVICES PUBLICITY & ACTIVITY ASST.		15,112	35,831	56,550
	AIRPORT OPERATIONS WORKER	PART-TIME AIRPORT OPERATIONS		15,112	35,831	56,550
	AIRPORT OPERATIONS WORKER	PART-TIME OPERATIONS SERVICE PERSONNEL		15,112	35,831	56,550
	AIRPORT OPERATIONS WORKER	PART-TIME OPERATIONS SERVICE SPECIALIST		15,112	35,831	56,550
	BUS/VAN DRIVER	PART-TIME BUS/VAN DRIVER		15,112	35,831	56,550
	COURIER	PART-TIME COURIER		15,112	35,831	56,550
	FACILITY ATTENDANT	Facility Attendant		15,112	35,831	56,550
	FACILITY ATTENDANT	Front Desk Attendant		15,112	35,831	56,550
	FACILITY ATTENDANT	Game Room Attendant		15,112	35,831	56,550
	FACILITY ATTENDANT	Gym Attendant		15,112	35,831	56,550
	FACILITY ATTENDANT	Gym Supervisor		15,112	35,831	56,550
	FACILITY ATTENDANT	Opening Guard		15,112	35,831	56,550
	FACILITY ATTENDANT	PART-TIME ASSISTANT OPERATIONS COORDINATOR		15,112	35,831	56,550
	FACILITY ATTENDANT	PART-TIME CONVENIENCE CENTER		15,112	35,831	56,550
	FACILITY ATTENDANT	PART-TIME GOLF SHOP CLERK		15,112	35,831	56,550
	FACILITY ATTENDANT	PART-TIME OPERATIONS CLERK		15,112	35,831	56,550
	FACILITY ATTENDANT	PART-TIME SECURITY - AFTER HOURS		15,112	35,831	56,550
	FACILITY ATTENDANT	PART-TIME SNACK SHOP/BEVERAGE CART ATTENDANT		15,112	35,831	56,550
	FACILITY ATTENDANT	PART-TIME TENNIS SHOP MANAGER		15,112	35,831	56,550
	FACILITY ATTENDANT	Pool Manager		15,112	35,831	56,550
	FACILITY ATTENDANT	Program Assistant		15,112	35,831	56,550
	FACILITY ATTENDANT	Recreation Supervisor		15,112	35,831	56,550
	FACILITY ATTENDANT	Weight Room Attendant		15,112	35,831	56,550
	Fitness/Wellness Coordinator	Fitness/Wellness Coordinator		15,112	35,831	56,550
	GOLF ASSISTANT	PART-TIME RANGE/CART HELPER		15,112	35,831	56,550
	GOLF ASSISTANT	PART-TIME STARTER MARSHAL		15,112	35,831	56,550

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**Class Comparison List By Pay Plan
City of Murfreesboro**

Proposed Pay Plan: Unified

<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>
101				\$18,627	\$24,960	\$30,451
	INFORMATION DESK CLERK	PART-TIME INFORMATION DESK		15,112	35,831	56,550
	LIFEGUARD	Head Lifeguard		15,112	35,831	56,550
	LIFEGUARD	Lifeguard		15,112	35,831	56,550
	LIFEGUARD	Opening Lifeguard		15,112	35,831	56,550
	PROGRAM SPECIALIST	Program Specialist		15,112	35,831	56,550
	PROGRAM SPECIALIST	Special Program Instructor		15,112	35,831	56,550
	PROGRAM SPECIALIST	Special Program Instructor - Project GO!		15,112	35,831	56,550
	RECREATION SERVICES ASSISTANT	Exercise Instructor		15,112	35,831	56,550
	RECREATION SERVICES ASSISTANT	Personal Trainer		15,112	35,831	56,550
	RECREATION SERVICES ASSISTANT	Sr Fitness Instructor		15,112	35,831	56,550
	RECREATION SERVICES ASSISTANT	Swim Instructor		15,112	35,831	56,550
	RECREATION SERVICES ASSISTANT	Temporary Assist. Aquatic Coordinator		15,112	35,831	56,550
	RECREATION SERVICES ASSISTANT	Tot Watch Attendant		15,112	35,831	56,550
	RECREATION SERVICES ASSISTANT	Water Exercise Instructor		15,112	35,831	56,550
102				\$19,558	\$26,208	\$31,974
	CASHIER	CASHIER		22,327	25,603	29,386
103				\$22,932	\$27,518	\$33,572
	CUSTODIAN	CUSTODIAN		21,506	24,679	28,319
	CUSTODIAN	CUSTODIAN MAINT. WORKER		23,108	26,517	30,430
	CUSTODIAN	PART-TIME CUSTODIAN		15,112	35,831	56,550
	FACILITY ATTENDANT LEAD	CONVENIENCE CENTER LEAD ATTENDANT		27,807	31,908	36,616
	FACILITY ATTENDANT LEAD	Facility Supervisor		15,112	35,831	56,550
	FACILITY ATTENDANT LEAD	Head Swim Instructor		15,112	35,831	56,550
	FOOD SERVICE MANAGER	FOOD SERVICE MANAGER		24,934	28,612	32,832
	Golf Cart Specialist	PART-TIME CART MAINTENANCE		15,112	35,831	56,550
	GROUNDSKEEPER	GROUNDSKEEPER		24,827	28,489	32,694
	LABORER	LABORER		24,827	28,489	32,693
	LABORER	PART-TIME LABORER		15,112	35,831	56,550
	LABORER	PART-TIME LABORER/GOLF PROGRAM ATTENDANT		15,112	35,831	56,550
	LABORER	PART-TIME SUPPLY & MAINTENANCE		15,112	35,831	56,550
	PARKING ENFORCEMENT AIDE	PARKING OFFICER		22,590	25,923	29,747
	RECREATION PROGRAM SPECIALIST	Assist Operations Coordinator		31,503	36,149	41,483

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Class Comparison List By Pay Plan City of Murfreesboro

Proposed Pay Plan: Unified

Grade	Proposed Class Title	Original Title	Working Title	Annual Range		
				Min	Mkt	Max
103				\$22,932	\$27,518	\$33,572
RECREATION PROGRAM SPECIALIST	Assist Program Coordinator	Gateway/Greenway		15,112	35,831	56,550
RECREATION PROGRAM SPECIALIST	Program Specialist			15,112	35,831	56,550
RECREATION PROGRAM SPECIALIST	Program Specialist - Marketing			15,112	35,831	56,550
Theatre Specialist	Theatre Specialist			15,112	35,831	56,550
W/WW LABORER	M/C LABORER			24,835	28,496	32,697
104				\$24,079	\$28,894	\$35,251
ADMINISTRATIVE SUPPORT SPECIALIST I	Office Assistant			15,112	35,831	56,550
ADMINISTRATIVE SUPPORT SPECIALIST I	PART-TIME ADMINISTRATIVE SUPPORT SPECIALIST			15,112	35,831	56,550
ADMINISTRATIVE SUPPORT SPECIALIST I	PART-TIME CLERK			15,112	35,831	56,550
ADMINISTRATIVE SUPPORT SPECIALIST I	PART-TIME SECRETARY			15,112	35,831	56,550
ADMINISTRATIVE SUPPORT SPECIALIST I	PART-TIME SECRETARY/RECEPTIONIST			15,112	35,831	56,550
ADMINISTRATIVE SUPPORT SPECIALIST I	PART-TIME VOLUNTEER COORDINATOR			15,112	35,831	56,550
ADMINISTRATIVE SUPPORT SPECIALIST I	Receptionist			15,112	35,831	56,550
ADMINISTRATIVE SUPPORT SPECIALIST I	Secretary or Secretary/Receptionist			25,839	29,651	34,026
ADMINISTRATIVE SUPPORT SPECIALIST I	SECRETARY/RECEPTIONIST			25,837	29,659	34,027
CAREGIVER INFORMATION COORDINATOR	PART-TIME CAREGIVER INFORMATION COORDINATOR			15,112	35,831	56,550
GROUNDSKEEPER/MAINTENANCE WORKER	GROUNDSKEEPER			24,827	28,489	32,694
GROUNDSKEEPER/MAINTENANCE WORKER	GROUNDSKEEPER/MAINTENANCE WORKER			27,240	31,259	35,870
GROUNDSKEEPER/MAINTENANCE WORKER	TREE GROUNDSMAN			29,000	33,278	38,187
Outdoor Program Coordinator	Outdoor Program Coordinator			15,112	35,831	56,550
105				\$25,283	\$30,339	\$37,014
CUSTOMER SERVICE CLERK	CUSTOMER SERVICE CLERK			28,626	32,857	37,693
LANDSCAPER/GREENSKEEPER	LANDSCAPER/GREENSKEEPER			27,331	31,363	35,990
METER READER	METER READER			27,851	31,969	36,691
REFUSE/CUSTODIAL CREW SUPER.	REFUSE/CUSTODIAL CREW SUPER.			27,182	31,191	35,794
VIDEO JOURNALIST	PART-TIME VIDEO JOURNALIST			15,112	35,831	56,550
106				\$26,547	\$31,856	\$38,864
IRRIGATION TECHNICIAN	IRRIGATION TECHNICIAN			28,749	32,990	37,858
MAINTENANCE CREW LEADER	MAINTENANCE FOREMAN			28,576	32,791	37,629
MAINTENANCE CREW LEADER	PART-TIME SUPERVISOR MAINT. WORKERS			15,112	35,831	56,550

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**Class Comparison List By Pay Plan
City of Murfreesboro**

Proposed Pay Plan: Unified

Grade	Proposed Class Title	Original Title	Working Title	Annual Range		
				Min	Mkt	Max
106				\$26,547	\$31,856	\$38,864
	W/WW MAINTENANCE WORKER	M/C WORKER		29,099	33,384	38,313
107				\$27,874	\$33,449	\$40,808
	CUSTOMER SERVICE FIELD REP.	CUSTOMER SERVICE FIELD REP.		30,680	35,214	40,414
	DRIVER - SOLID WASTE	DRIVER		30,201	34,656	39,768
	EQUIPMENT OPERATOR	EQUIPMENT OPERATOR		30,649	35,172	40,372
	EQUIPMENT OPERATOR	LIGHT EQUIPMENT OPERATOR		28,693	32,925	37,784
	EQUIPMENT OPERATOR	STORMWATER EQUIPMENT OPERATOR		30,638	35,172	40,372
	GROUNDSKEEPER - LEAD	LEAD GROUNDSKEEPER		29,809	34,206	39,252
	LEAD LANDSCAPER/GREENSKEEPER	LEAD LANDSCAPER/GREENSKEEPER		29,809	34,206	39,252
	LEAD LANDSCAPER/GROUNDSKEEPER	LEAD LANDSCAPER/GROUNDSKEEPER		29,809	34,206	39,252
	PREVENTATIVE MAINTENANCE MECHANIC	PREVENTATIVE MAINTENANCE MECHANIC		30,899	35,457	40,687
	TRANSIT OPERATOR	PART-TIME TRANSIT OPERATOR		15,112	35,831	56,550
	TRANSIT OPERATOR	TRANSIT OPERATOR		29,844	34,247	39,299
	TREE TRIMMER	TREE CLIMBER		30,102	34,542	39,637
108				\$29,268	\$35,121	\$42,848
	ADULT DAY SERVICES PROGRAM COORDINATOR	PART-TIME ADULT DAY SERVICES PROGRAM DIRECTOR		15,112	35,831	56,550
	GIS MAPPING SPECIALIST	PART-TIME GEO-CODING		15,112	35,831	56,550
	PLANT OPERATOR (WATER & WASTEWATER)	PLANT OPERATOR (WATER & WASTEWATER)		30,971	35,526	41,184
	POLICE EVIDENCE TECHNICIAN	POLICE EVIDENCE TECHNICIAN		28,904	33,168	38,061
	SHOP MANAGER	SHOP MANAGER		30,525	35,028	40,195
	SIGN TECHNICIAN	SIGN TECHNICIAN		31,882	36,586	41,982
109				\$30,731	\$36,877	\$44,990
	ACCOUNTING CLERK	ACCOUNTING CLERK		33,384	38,298	43,953
	ADMINISTRATIVE SUPPORT SPECIALIST II	ADM. SUPPORT SPECIALIST		33,384	38,298	43,953
	ADMINISTRATIVE SUPPORT SPECIALIST II	Administrative Secretary		31,018	35,594	40,844
	ADMINISTRATIVE SUPPORT SPECIALIST II	Administrative Support Specialist		33,382	38,307	43,958
	CROSS CONNECTION TECHNICIAN	C.C.C. TECHNICIAN		32,697	37,523	43,076
	FOG PROGRAM COORDINATOR	FOG PROGRAM COORDINATOR		39,877	45,766	52,513
	GOLF FACILITY SUPERVISOR	GOLF FACILITY SUPERVISOR		32,640	37,454	42,980
	GOLF FACILITY SUPERVISOR	PART-TIME STARTER MARSHAL		15,112	35,831	56,550

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**Class Comparison List By Pay Plan
City of Murfreesboro**

Proposed Pay Plan: Unified

<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>
109				\$30,731	\$36,877	\$44,990
	HELPPDESK SUPPORT SPECIALIST	Helpdesk Support Specialist		33,844	38,833	44,562
	PRETREATMENT TECHNICIAN	PRETREATMENT TECHNICIAN		34,278	39,332	45,115
	Theatre Manager	Theatre Manager		15,112	35,831	56,550
	WATER QUALITY TECHNICIAN	WATER QUALITY TECHNICIAN		33,092	37,960	43,576
110				\$32,268	\$38,721	\$47,240
	ADMINISTRATIVE AIDE I	Administrative Secretary		31,018	35,594	40,844
	ADMINISTRATIVE AIDE I	Department Coordinator		35,625	40,881	46,911
	ADMINISTRATIVE AIDE I	DEPT. COORDINATOR/O&M		35,626	40,872	46,897
	ADMINISTRATIVE AIDE I	Secretary or Secretary/Receptionist		25,839	29,651	34,026
	CARE PROGRAM SPECIALIST	CARE DIRECTOR		35,107	40,286	46,230
	CCTV TECHNICIAN	REHABILITATION TECHNICIAN		32,905	37,752	43,305
	CULTURAL ARTS PROGRAM SPECIALIST	Cultural Arts Program Specialist		15,112	35,831	56,550
	CUSTODIAL SERVICES FOREMAN	FACILITY MAINTENANCE FOREMAN		34,820	39,957	45,852
	DISPATCHER - POLICE	DISPATCHER		30,539	35,045	40,214
	HEAVY EQUIPMENT OPERATOR	HEAVY EQUIPMENT OPERATOR		34,590	39,686	45,552
	LABORATORY TECHNICIAN	LABORATORY TECHNICIAN		33,848	38,842	44,553
	METER SERVICE CREW LEADER	METER READER / FIELD SERVICE CREW LEADER		34,632	39,748	45,614
	Permits Technician	Administrative Support Specialist		33,382	38,307	43,958
	Plant Operator, Senior (Water & Wastewater)			0	0	0
	PUBLIC WORKS CREW LEADER	PUBLIC WORKS CREW CHIEF		35,246	40,445	46,412
	UTILITY LOCATOR	UTILITY LOCATOR		34,652	39,748	45,614
111				\$33,881	\$40,657	\$49,602
	ADMINISTRATIVE AIDE II	Administrative Assistant		37,486	43,015	49,362
	ADMINISTRATIVE AIDE II	Administrative Support Specialist		33,382	38,307	43,958
	ADMINISTRATIVE AIDE II	Department Coordinator		35,625	40,881	46,911
	ASSISTANT PROGRAM COORDINATOR	Assist Program Coordinator/Youth		15,112	35,831	56,550
	ASSISTANT PROGRAM COORDINATOR	Assistant Aquatic Coordinator		15,112	35,831	56,550
	ASSISTANT PROGRAM COORDINATOR	Assistant Athletic Coordinator		15,112	35,831	56,550
	ASSISTANT PROGRAM COORDINATOR	ASSISTANT PROGRAM COORDINATOR		31,503	36,149	41,483
	ASSISTANT PROGRAM COORDINATOR	Cultural Arts Assist Program Coordinator		15,112	35,831	56,550

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**Class Comparison List By Pay Plan
City of Murfreesboro**

Proposed Pay Plan: Unified

Grade Proposed Class Title	Original Title	Working Title	Annual Range		
			Min	Mkt	Max
111			\$33,881	\$40,657	\$49,602
COURT CLERK	Administrative Support Specialist		33,382	38,307	43,958
CREW LEADER	CREW LEADER		32,698	37,522	43,057
EQUIPMENT MECHANIC	EQUIPMENT MECHANIC		34,359	39,428	45,243
HUMAN RESOURCES ASSISTANT	Human Resources Assistant		32,958	37,817	43,396
112			\$35,575	\$42,690	\$52,082
ACCOUNTING SPECIALIST	SENIOR ACCOUNTING CLERK		38,727	44,440	50,973
BIOSOLIDS OPERATOR	SENIOR BIOSOLIDS OPERATOR		37,710	43,284	49,670
BUILDING/CODES INSPECTOR (TRAINEE)	BUILDING/CODES INSPECTOR (TRAINEE)		41,661	41,661	41,661
CRIME DATA ANALYST	CRIME DATA ANALYST		38,907	44,645	51,231
HEAVY EQUIPMENT MECHANIC	HEAVY EQUIPMENT MECHANIC		40,200	46,131	52,937
INVENTORY AND PURCHASING COORDINATOR	INVENTORY CONTROL COORDINATOR		39,852	45,739	52,478
LABORATORY ANALYST	SENIOR LAB TECHNICIAN		38,126	43,742	50,211
LEGAL ASSISTANT	LEGAL ASSISTANT		39,233	45,021	51,663
NETWORK SPECIALIST	Technical Support Specialist		35,748	41,022	47,074
NURSE	PART-TIME NURSE ON DUTY		15,112	35,831	56,550
Payroll Assistant	Payroll Assistant		34,996	40,156	46,080
TURF CARE SUPERVISOR	SUPERINTENDENT		40,831	46,854	53,766
TURF CARE SUPERVISOR	SUPERINTENDENT-URBAN		40,831	46,854	53,766
TURF CARE SUPERVISOR	TURF CARE SUPERVISOR		34,128	42,403	49,485
W/WW MAINTENANCE TECHNICIAN	MAINTENANCE TECHNICIAN		39,083	44,844	51,480
113			\$37,354	\$44,825	\$54,686
CROSS CONNECTION SUPERVISOR	C.C.C. SUPERVISOR		44,595	51,168	58,697
MEDIA PROGRAM PRODUCER	COMMUNICATIONS SPECIALIST		40,728	46,736	53,630
METER SERVICE MANAGER	MR/FIELD SERVICE MANAGER		40,833	46,839	53,761
PUBLIC WORKS PROJECTS INSPECTOR	PUBLIC WORKS INSPECTOR		41,246	47,331	54,313
TRANSPORTATION OPERATIONS SUPERVISOR	TRANSPORTATION OPERATIONS SUPERVISOR		40,175	46,102	52,903
W/WW CREW LEADER	M/C CREW LEADER		40,643	46,633	53,518
WATER PROJECTS INSPECTOR	RESIDENT INSPECTOR		40,060	45,968	52,748
114			\$39,222	\$47,066	\$57,420
BIOSOLIDS OPERATIONS FOREMAN	BIOSOLIDS OPERATIONS FOREMAN		41,870	48,048	55,140
BUILDING/CODES INSPECTOR	BUILDING/CODES INSPECTOR		48,516	55,673	63,887
COMMUNICATIONS SHIFT SUPERVISOR	COMMUNICATIONS SUPERVISOR		43,046	49,396	56,683

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**Class Comparison List By Pay Plan
City of Murfreesboro**

Proposed Pay Plan: Unified

<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>
114				\$39,222	\$47,066	\$57,420
	ELECTRICAL INSPECTOR	ELECTRICAL INSPECTOR		48,516	55,673	63,887
	ELECTRICAL INSPECTOR	PART-TIME ELECTRICAL INSPECTOR		15,112	35,831	56,550
	GIS MAPPING TECHNICIAN	GIS APPLICATION SPECIALIST		37,635	43,187	49,559
	GIS MAPPING TECHNICIAN	GIS WEB APPLICATIONS SPECIALIST		43,231	49,608	56,920
	HEAD GOLF PROFESSIONAL	HEAD GOLF PROFESSIONAL		39,050	48,519	56,623
	INSTRUMENTATION & CONTROLS TECHNICIAN	INSTRUMENTATION & CONTROLS TECHNICIAN		42,619	48,900	56,118
	LANDSCAPE SITE PLAN INSPECTOR	LANDSCAPER SPECIALIST / INSPECTOR		30,283	34,750	39,875
	MASTER PLANT OPERATOR	MASTER PLANT OPERATOR		41,870	48,048	55,140
	NETWORK ADMINISTRATOR	SOFTWARE SPECIALIST		38,710	44,420	50,974
	PROGRAM COORDINATOR	PROGRAM COORDINATOR		37,062	42,531	48,804
	PROGRAM COORDINATOR	PROGRAM DIRECTOR		32,339	37,110	42,584
	RECREATION FACILITY COORDINATOR	Assist Operations Coordinator		31,503	36,149	41,483
	RECREATION FACILITY COORDINATOR	OPERATIONS COORDINATOR		41,199	47,277	54,251
	RECREATION FACILITY COORDINATOR	PROGRAM COORDINATOR		37,062	42,531	48,804
	W/WW FOREMAN	M/C FOREMAN		43,305	49,691	57,033
115				\$41,183	\$49,419	\$60,291
	ACCOUNTANT	ACCOUNTANT		42,940	49,274	56,544
	BENEFITS ADMINISTRATOR	Benefits Administrator		42,396	48,648	55,824
	CLAIMS SPECIALIST	Legal Assistant / Claims Administrator		43,741	50,193	57,598
	LEAD MECHANIC	LEAD MECHANIC		44,220	50,744	58,231
	ROW SAFETY INSPECTOR	ROW INSPECTOR/SAFETY COORDINATOR		44,469	51,029	58,558
	Tax/Licensing Supervisor	ACCOUNTANT		42,940	49,274	56,544
	TRAFFIC SIGNAL TECHNICIAN	TRAFFIC SIGNAL TECHNICIAN		41,099	47,162	54,120
116				\$43,242	\$51,890	\$63,306
	ASSISTANT DIRECTOR - SOLID WASTE	ASSISTANT DIRECTOR - SOLID WASTE		42,203	52,436	61,195
	DEVELOPMENT COORDINATOR	DEVELOPMENT COORDINATOR		46,566	53,430	61,308
	GRANT COORDINATOR	GRANT COORDINATOR		42,313	52,890	61,722
	LABORATORY SUPERVISOR	LABORATORY SUPERVISOR		46,571	53,435	61,339
	LINE CONSTR. COORDINATOR	LINE CONSTR. COORDINATOR		42,868	53,264	62,159
	PLANT SHIFT SUPERVISOR (WATER & WASTEWATER)	PLANT SHIFT SUPERVISOR (WATER & WASTEWAT		46,363	53,206	61,048
	PUBLIC WORKS PROJECT INSPECTOR - SR	SR. PUBLIC WORKS INSPECTOR		47,433	54,431	62,461

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Class Comparison List By Pay Plan City of Murfreesboro

Proposed Pay Plan: Unified

Grade	Proposed Class Title	Original Title	Working Title	Annual Range		
				Min	Mkt	Max
116				\$43,242	\$51,890	\$63,306
	SUPERINTENDENT - ATHLETIC/RECREATION PROGRAMS	ATHLETIC/RECREATION SUPERINTENDENT		42,166	52,393	61,143
	W/WW MAINTENANCE SUPERVISOR	MAINTENANCE SUPERVISOR		49,254	56,513	64,854
117				\$45,404	\$54,485	\$66,471
	ENGINEER IN TRAINING	ENGINEER IN TRAINING		42,548	52,864	61,693
	Facility Supervisor	FACILITY SUPERINTENDENT - MAINT.		41,337	51,362	59,939
	HUMAN RESOURCES ANALYST	HUMAN RESOURCES ANALYST		50,494	62,738	73,216
	PLANNER	PLANNER		45,999	57,153	66,698
	PRETREATMENT COORDINATOR	PRETREATMENT COORDINATOR		45,318	52,006	59,670
	SAFETY COORDINATOR W/WW	SAFETY & HEALTH ADMINISTRATOR		45,583	56,637	66,095
	SIGN ADMINISTRATOR	SIGN ADMINISTRATOR		46,839	55,107	64,310
	W/WW GIS MANAGER	WATER & SEWER GIS COORDINATOR		48,633	55,809	64,038
	WATER QUALITY SPECIALIST	WATER QUALITY SPECIALIST		46,113	52,915	60,736
118				\$47,674	\$57,209	\$69,795
	CHIEF CITY COURT CLERK	CHIEF CITY COURT CLERK		47,263	58,724	68,532
	FINANCE/PERSONNEL SUPERVISOR	FINANCE/PERSONNEL SUPERVISOR		46,369	56,803	67,237
	REPORTING & COMPLIANCE MANAGER	ACCOUNTANT/FIXED ASSET MANAGER		46,414	57,671	67,301
	SUPERINTENDENT - FACILITY	FACILITY SUPERINTENDENT		42,831	53,217	62,105
	SUPERINTENDENT - FACILITY	FACILITY SUPERINTENDENT - MAINT.		41,337	51,362	59,939
	TRANSPORTATION OPERATIONS MANAGER	TRANSPORTATION OPERATIONS MANAGER		48,074	58,891	69,709
119				\$50,058	\$60,069	\$73,284
	ASSISTANT PLANT MANAGER	ASSISTANT PLANT MANAGER		49,523	61,532	71,808
	ASSISTANT WATER OPERATIONS MANAGER	ASSISTANT OPERATIONS MANAGER		50,221	62,400	72,821
	PLAN EXAMINER	PLAN EXAMINER		53,334	61,203	70,231
120				\$52,561	\$63,073	\$76,949
	CUSTOMER SERVICE MANAGER	CUSTOMER SERVICE MANAGER		55,715	69,225	80,787
	GIS COORDINATOR	GIS COORDINATOR		48,633	55,809	64,038
	PRINCIPAL PLANNER	PRINCIPAL PLANNER		52,361	65,060	75,924
	PROJECT COORDINATOR	PROJECT COORDINATOR		50,704	63,000	73,520
	SAFETY OFFICER	SAFETY DIRECTOR		50,494	62,738	73,216

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**Class Comparison List By Pay Plan
City of Murfreesboro**

Proposed Pay Plan: Unified

<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>
120				\$52,561	\$63,073	\$76,949
	STREETS SUPERINTENDENT	SUPERINTENDENT		40,831	46,854	53,766
121				\$55,189	\$66,226	\$80,796
	AIRPORT MANAGER	AIRPORT MANAGER		59,526	73,962	86,313
	PUBLIC INFORMATION OFFICER	PUBLIC INFORMATION OFFICER		55,293	68,702	80,176
	TURF CARE MANAGER	TURF CARE MANAGER		53,363	66,304	77,377
122				\$57,948	\$69,538	\$84,836
	ASSISTANT DIRECTOR - BUILDING	DEPUTY DIRECTOR		54,039	67,144	78,358
	ASSISTANT DIRECTOR - TRAFFIC ENGINEER	TRAFFIC ENGINEER		56,821	70,600	82,390
	ENVIRONMENTAL ENGINEER	ENVIRONMENTAL ENGINEER		54,621	67,866	79,199
	HR AND PAYROLL SUPERVISOR	PAYROLL SUPERVISOR/HR SPECIALIST		52,206	64,866	75,699
	PROJECT ENGINEER	PROJECT ENGINEER		53,729	61,650	70,746
	STORM WATER MANAGER	STORM WATER MANAGER		52,206	64,866	75,699
				54,621	67,866	79,199
123				\$60,845	\$73,015	\$89,078
	DIRECTOR - COMMUNICATIONS	COMMUNICATIONS DIRECTOR		56,605	70,332	82,078
	DIRECTOR - FLEET SERVICES	FLEET SERVICES DIRECTOR		59,248	73,616	85,911
	DIRECTOR - URBAN ENVIRONMENTAL	DIRECTOR - URBAN ENVIRONMENTAL		53,181	66,078	77,113
	FIRE MARSHAL			0	0	0
	MIS COORDINATOR	MIS COORDINATOR		56,306	69,960	81,643
	PLANT MANAGER (WATER & WASTEWATER)	PLANT MANAGER (WATER & WASTEWATER)		65,221	76,731	88,242
	POLICE CAPTAIN	POLICE CAPTAIN		64,104	73,561	84,414
	SHIFT COMMANDER	SHIFT COMMANDER		58,518	72,710	84,852
	WATER OPERATIONS MANAGER	OPERATIONS MANAGER		65,221	76,731	88,242
124				\$63,888	\$76,665	\$93,532
	ASSISTANT DIRECTOR - TRANSPORTATION	ASSISTANT DIRECTOR		62,136	77,205	90,098
	ASSISTANT FIRE CHIEF	ASSISTANT CHIEF / MEDICAL SERVICES		64,597	80,261	93,665
	ASSISTANT FIRE CHIEF	ASSISTANT FIRE CHIEF		64,597	80,261	93,665
	COORDINATOR - EFFECTIVE UTILITY MANAGEMENT	EFFECTIVE UTILITY MNGT COORDINATOR		67,996	84,485	98,595
	POLICE MAJOR	POLICE MAJOR		62,366	77,490	90,431
125				\$67,082	\$80,498	\$98,208
	ASSISTANT DIRECTOR - RECREATION	ASSISTANT DIRECTOR - RECREATION		62,346	76,375	90,403

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**Class Comparison List By Pay Plan
City of Murfreesboro**

Proposed Pay Plan: Unified

<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>
125				\$67,082	\$80,498	\$98,208
	ASSISTANT POLICE CHIEF	ASSISTANT POLICE CHIEF		67,060	83,322	97,238
	DIRECTOR - BUILDING	DIRECTOR - BUILDING		63,576	78,993	92,185
	DIRECTOR - COMMUNITY DEVELOPMENT	DIRECTOR - COMMUNITY DEVELOPMENT		67,885	84,348	98,434
	DIRECTOR - GOLF	DIRECTOR, GOLF		65,897	81,877	95,550
	DIRECTOR - SENIOR CITIZENS CENTER	DIRECTOR		73,593	91,990	107,352
	DIRECTOR - SOLID WASTE	DIRECTOR - SOLID WASTE		66,967	83,206	97,101
126				\$70,436	\$84,523	\$103,119
	ASSISTANT DIRECTOR - FINANCE	ASSISTANT FINANCE DIRECTOR		65,862	81,834	95,500
	ASSISTANT DIRECTOR - HUMAN	ASSISTANT HUMAN RESOURCES DIRECTOR		67,212	83,511	97,458
	DEPUTY FIRE CHIEF	DEPUTY FIRE CHIEF		68,740	85,408	99,672
	RISK MANAGER	RISK MANAGER		71,826	89,243	104,148
127				\$73,958	\$88,750	\$108,275
	DIRECTOR - PURCHASING	PURCHASING DIRECTOR		75,324	93,950	109,220
	DIRECTOR - TRANSPORTATION	DIRECTOR		73,593	91,990	107,352
	FINANCIAL OFFICER - WATER DEPARTMENT	ASSISTANT DIRECTOR - FINANCE & ADMIN		75,324	93,950	109,220
	OPERATIONS OFFICER - WATER DEPARTMENT	ASSISTANT DIRECTOR - ENG & COMPLIANCE		76,652	95,240	111,146
128				\$77,656	\$93,187	\$113,688
	DEPUTY POLICE CHIEF	DEPUTY POLICE CHIEF		77,446	96,227	112,297
129				\$81,539	\$97,846	\$119,373
	ASSISTANT CITY ATTORNEY	ASSISTANT CITY ATTORNEY		78,164	97,119	113,337
	ASSISTANT CITY ATTORNEY	STAFF ATTORNEY		64,503	80,144	93,528
	ASSISTANT TO THE CITY MANAGER	ASSISTANT TO THE CITY MANAGER		73,593	91,990	107,352
	DIRECTOR - PLANNING	DIRECTOR		73,593	91,990	107,352
	DIRECTOR - RECREATION	DIRECTOR - RECREATION		77,932	96,831	113,002
	DIRECTOR - WATER/WASTEWATER	DIRECTOR		73,593	91,990	107,352
	FIRE CHIEF	FIRE CHIEF		80,303	99,777	116,439
130				\$85,616	\$102,739	\$125,341
	CITY JUDGE	CITY JUDGE		45,334	56,327	65,734
	DIRECTOR - HUMAN RESOURCES	HUMAN RESOURCES DIRECTOR		83,753	104,063	121,443
	DIRECTOR - INFORMATION TECHNOLOGY	DIRECTOR		73,593	91,990	107,352
131				\$89,896	\$107,876	\$131,608
	CITY ENGINEER	CITY ENGINEER		82,510	102,519	119,639

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Class Comparison List By Pay Plan
City of Murfreesboro

Proposed Pay Plan: Unified

<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>
132				\$94,391	\$113,269	\$138,189
	DIRECTOR - FINANCE	FINANCE DIRECTOR		90,156	112,019	130,727
	POLICE CHIEF	POLICE CHIEF		89,331	110,994	129,530
135				\$109,270	\$131,124	\$159,971
	ASSISTANT CITY MANAGER	ASSISTANT CITY MANAGER		87,478	108,690	126,842
136				\$114,733	\$137,680	\$167,969
	CITY ATTORNEY	CITY ATTORNEY		98,852	122,822	143,334
139				\$132,818	\$159,382	\$194,445
	CITY MANAGER	CITY MANAGER		116,960	145,321	169,591

SECTION 6.0
Alpha Class List

Proposed Class List By Title

City of Murfreesboro

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
A							
ACCOUNTANT	A001	Unified	115	\$41,183	\$49,419	\$60,291	<u>3</u>
ACCOUNTING CLERK	A003	Unified	109	\$30,731	\$36,877	\$44,990	<u>1</u>
ACCOUNTING SPECIALIST	S006	Unified	112	\$35,575	\$42,690	\$52,082	<u>2</u>
ADMINISTRATIVE AIDE I	D001	Unified	110	\$32,268	\$38,721	\$47,240	<u>8</u>
ADMINISTRATIVE AIDE II	A005	Unified	111	\$33,881	\$40,657	\$49,602	<u>13</u>
ADMINISTRATIVE SUPPORT SPECIALIST I	A004	Unified	104	\$24,079	\$28,894	\$35,251	<u>22</u>
ADMINISTRATIVE SUPPORT SPECIALIST II	A007	Unified	109	\$30,731	\$36,877	\$44,990	<u>21</u>
ADULT DAY SERVICES ACTIVITY ASST	P003	Unified	101	\$18,627	\$24,960	\$30,451	<u>2</u>
ADULT DAY SERVICES PROGRAM COORDINATOR	P004	Unified	108	\$29,268	\$35,121	\$42,848	<u>1</u>
AIRPORT MANAGER	A008	Unified	121	\$55,189	\$66,226	\$80,796	<u>1</u>
AIRPORT OPERATIONS WORKER	P007	Unified	101	\$18,627	\$24,960	\$30,451	<u>7</u>
ASSISTANT CITY ATTORNEY	A015	Unified	129	\$81,539	\$97,846	\$119,373	<u>3</u>
ASSISTANT CITY MANAGER	A016	Unified	135	\$109,270	\$131,124	\$159,971	<u>1</u>
ASSISTANT DIRECTOR - BUILDING	D003	Unified	122	\$57,948	\$69,538	\$84,836	<u>1</u>
ASSISTANT DIRECTOR - FINANCE	A017	Unified	126	\$70,436	\$84,523	\$103,119	<u>1</u>
ASSISTANT DIRECTOR - HUMAN RESOURCES	A025	Unified	126	\$70,436	\$84,523	\$103,119	<u>1</u>
ASSISTANT DIRECTOR - RECREATION	A021	Unified	125	\$67,082	\$80,498	\$98,208	<u>1</u>
ASSISTANT DIRECTOR - SOLID WASTE	A022	Unified	116	\$43,242	\$51,890	\$63,306	<u>1</u>
ASSISTANT DIRECTOR - TRAFFIC	A033	Unified	122	\$57,948	\$69,538	\$84,836	<u>1</u>
ASSISTANT DIRECTOR - TRANSPORTATION	A018	Unified	124	\$63,888	\$76,665	\$93,532	<u>1</u>
ASSISTANT FIRE CHIEF	A023	Unified	124	\$63,888	\$76,665	\$93,532	<u>3</u>
ASSISTANT FIRE MARSHALL	A024	Public Safety	212	\$47,747	\$57,296	\$68,183	<u>3</u>
ASSISTANT PLANT MANAGER	A027	Unified	119	\$50,058	\$60,069	\$73,284	<u>2</u>
ASSISTANT POLICE CHIEF	A028	Unified	125	\$67,082	\$80,498	\$98,208	<u>1</u>
ASSISTANT PROGRAM COORDINATOR	A029	Unified	111	\$33,881	\$40,657	\$49,602	<u>10</u>
ASSISTANT TO THE CITY MANAGER	A030	Unified	129	\$81,539	\$97,846	\$119,373	<u>1</u>
ASSISTANT WATER OPERATIONS MANAGER	A026	Unified	119	\$50,058	\$60,069	\$73,284	<u>2</u>
B							
BENEFITS ADMINISTRATOR	B001	Unified	115	\$41,183	\$49,419	\$60,291	<u>2</u>
BIOSOLIDS OPERATIONS FOREMAN	B002	Unified	114	\$39,222	\$47,066	\$57,420	<u>1</u>
BIOSOLIDS OPERATOR	S007	Unified	112	\$35,575	\$42,690	\$52,082	<u>2</u>
BUILDING/CODES INSPECTOR	B003	Unified	114	\$39,222	\$47,066	\$57,420	<u>6</u>
BUILDING/CODES INSPECTOR (TRAINEE)	B004	Unified	112	\$35,575	\$42,690	\$52,082	<u>1</u>
BUS/VAN DRIVER	P008	Unified	101	\$18,627	\$24,960	\$30,451	<u>3</u>
C							
CARE PROGRAM SPECIALIST	C003	Unified	110	\$32,268	\$38,721	\$47,240	<u>1</u>
CAREGIVER INFORMATION COORDINATOR	P009	Unified	104	\$24,079	\$28,894	\$35,251	<u>1</u>
CASHIER	C004	Unified	102	\$19,558	\$26,208	\$31,974	<u>3</u>
CCTV TECHNICIAN	R004	Unified	110	\$32,268	\$38,721	\$47,240	<u>3</u>
CHIEF CITY COURT CLERK	C005	Unified	118	\$47,674	\$57,209	\$69,795	<u>1</u>
CITY ATTORNEY	C006	Unified	136	\$114,733	\$137,680	\$167,969	<u>1</u>
CITY ENGINEER	C007	Unified	131	\$89,896	\$107,876	\$131,608	<u>1</u>
CITY JUDGE	C008	Unified	130	\$85,616	\$102,739	\$125,341	<u>1</u>
CITY MANAGER	C009	Unified	139	\$132,818	\$159,382	\$194,445	<u>1</u>
CLAIMS SPECIALIST	L011	Unified	115	\$41,183	\$49,419	\$60,291	<u>1</u>
COMMUNICATIONS SHIFT SUPERVISOR	C012	Unified	114	\$39,222	\$47,066	\$57,420	<u>7</u>
COORDINATOR - EFFECTIVE UTILITY MANAGEMENT	E001	Unified	124	\$63,888	\$76,665	\$93,532	<u>1</u>
COURIER	P013	Unified	101	\$18,627	\$24,960	\$30,451	<u>2</u>
COURT CLERK	C023	Unified	111	\$33,881	\$40,657	\$49,602	<u>3</u>

City of Murfreesboro

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
CREW LEADER	C014	Unified	111	\$33,881	\$40,657	\$49,602	<u>5</u>
CRIME DATA ANALYST	C015	Unified	112	\$35,575	\$42,690	\$52,082	<u>1</u>
CROSS CONNECTION SUPERVISOR	C001	Unified	113	\$37,354	\$44,825	\$54,686	<u>1</u>
CROSS CONNECTION TECHNICIAN	C002	Unified	109	\$30,731	\$36,877	\$44,990	<u>2</u>
CULTURAL ARTS PROGRAM SPECIALIST	C017	Unified	110	\$32,268	\$38,721	\$47,240	<u>1</u>
CUSTODIAL SERVICES FOREMAN	F002	Unified	110	\$32,268	\$38,721	\$47,240	<u>2</u>
CUSTODIAN	C018	Unified	103	\$22,932	\$27,518	\$33,572	<u>20</u>
CUSTOMER SERVICE CLERK	C020	Unified	105	\$25,283	\$30,339	\$37,014	<u>6</u>
CUSTOMER SERVICE FIELD REP.	C021	Unified	107	\$27,874	\$33,449	\$40,808	<u>2</u>
CUSTOMER SERVICE MANAGER	C022	Unified	120	\$52,561	\$63,073	\$76,949	<u>1</u>
D							
DEPUTY FIRE CHIEF	D004	Unified	126	\$70,436	\$84,523	\$103,119	<u>1</u>
DEPUTY POLICE CHIEF	D005	Unified	128	\$77,656	\$93,187	\$113,688	<u>1</u>
DEVELOPMENT COORDINATOR	D007	Unified	116	\$43,242	\$51,890	\$63,306	<u>1</u>
DIRECTOR - BUILDING	D013	Unified	125	\$67,082	\$80,498	\$98,208	<u>1</u>
DIRECTOR - COMMUNICATIONS	C010	Unified	123	\$60,845	\$73,015	\$89,078	<u>1</u>
DIRECTOR - COMMUNITY DEVELOPMENT	D014	Unified	125	\$67,082	\$80,498	\$98,208	<u>1</u>
DIRECTOR - FINANCE	F006	Unified	132	\$94,391	\$113,269	\$138,189	<u>1</u>
DIRECTOR - FLEET SERVICES	F018	Unified	123	\$60,845	\$73,015	\$89,078	<u>1</u>
DIRECTOR - GOLF	D018	Unified	125	\$67,082	\$80,498	\$98,208	<u>1</u>
DIRECTOR - HUMAN RESOURCES	H008	Unified	130	\$85,616	\$102,739	\$125,341	<u>1</u>
DIRECTOR - INFORMATION TECHNOLOGY	D010	Unified	130	\$85,616	\$102,739	\$125,341	<u>1</u>
DIRECTOR - PLANNING	D011	Unified	129	\$81,539	\$97,846	\$119,373	<u>1</u>
DIRECTOR - PURCHASING	P069	Unified	127	\$73,958	\$88,750	\$108,275	<u>1</u>
DIRECTOR - RECREATION	D015	Unified	129	\$81,539	\$97,846	\$119,373	<u>1</u>
DIRECTOR - SENIOR CITIZENS CENTER	D012	Unified	125	\$67,082	\$80,498	\$98,208	<u>1</u>
DIRECTOR - SOLID WASTE	D016	Unified	125	\$67,082	\$80,498	\$98,208	<u>1</u>
DIRECTOR - TRANSPORTATION	D0009	Unified	127	\$73,958	\$88,750	\$108,275	<u>1</u>
DIRECTOR - URBAN ENVIRONMENTAL	D017	Unified	123	\$60,845	\$73,015	\$89,078	<u>1</u>
DIRECTOR - WATER/WASTEWATER	D008	Unified	129	\$81,539	\$97,846	\$119,373	<u>1</u>
DISPATCHER - POLICE	D019	Unified	110	\$32,268	\$38,721	\$47,240	<u>25</u>
DRIVER - SOLID WASTE	D020	Unified	107	\$27,874	\$33,449	\$40,808	<u>30</u>
E							
ELECTRICAL INSPECTOR	E002	Unified	114	\$39,222	\$47,066	\$57,420	<u>4</u>
ENGINEER	E003	Unified	122	\$57,948	\$69,538	\$84,836	<u>1</u>
ENGINEER IN TRAINING	E004	Unified	117	\$45,404	\$54,485	\$66,471	<u>1</u>
ENVIRONMENTAL ENGINEER	E005	Unified	122	\$57,948	\$69,538	\$84,836	<u>1</u>
EQUIPMENT MECHANIC	E006	Unified	111	\$33,881	\$40,657	\$49,602	<u>1</u>
EQUIPMENT OPERATOR	E007	Unified	107	\$27,874	\$33,449	\$40,808	<u>26</u>
F							
FACILITY ATTENDANT	F001	Unified	101	\$18,627	\$24,960	\$30,451	<u>73</u>
FACILITY ATTENDANT LEAD	H003	Unified	103	\$22,932	\$27,518	\$33,572	<u>5</u>
Facility Supervisor	F005	Unified	117	\$45,404	\$54,485	\$66,471	<u>1</u>
FINANCE/PERSONNEL SUPERVISOR	F007	Unified	118	\$47,674	\$57,209	\$69,795	<u>1</u>
FINANCIAL OFFICER - WATER DEPARTMENT	A020	Unified	127	\$73,958	\$88,750	\$108,275	<u>1</u>
FIRE CAPTAIN	F008	Public Safety	212	\$47,747	\$57,296	\$68,183	<u>33</u>
FIRE CHIEF	F011	Unified	129	\$81,539	\$97,846	\$119,373	<u>1</u>
FIRE DRIVER	F012	Public Safety	209	\$41,246	\$49,495	\$58,899	<u>48</u>
FIRE MARSHAL	F022	Unified	123	\$60,845	\$73,015	\$89,078	<u>0</u>
FIRE TRAINING COORDINATOR	F014	Public Safety	213	\$50,134	\$60,161	\$71,592	<u>2</u>

City of Murfreesboro

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Firefighter	F025	Public Safety	207	\$37,411	\$44,893	\$53,423	<u>94</u>
Fitness/Wellness Coordinator	F017	Unified	101	\$18,627	\$24,960	\$30,451	<u>2</u>
FOG PROGRAM COORDINATOR	F019	Unified	109	\$30,731	\$36,877	\$44,990	<u>1</u>
FOOD SERVICE MANAGER	F020	Unified	103	\$22,932	\$27,518	\$33,572	<u>1</u>
G							
GIS COORDINATOR	G003	Unified	120	\$52,561	\$63,073	\$76,949	<u>1</u>
GIS MAPPING SPECIALIST	P016	Unified	108	\$29,268	\$35,121	\$42,848	<u>1</u>
GIS MAPPING TECHNICIAN	G002	Unified	114	\$39,222	\$47,066	\$57,420	<u>3</u>
GOLF ASSISTANT	P030	Unified	101	\$18,627	\$24,960	\$30,451	<u>9</u>
Golf Cart Specialist	G014	Unified	103	\$22,932	\$27,518	\$33,572	<u>1</u>
GOLF FACILITY SUPERVISOR	G006	Unified	109	\$30,731	\$36,877	\$44,990	<u>2</u>
GRANT COORDINATOR	G007	Unified	116	\$43,242	\$51,890	\$63,306	<u>1</u>
GROUNDSKEEPER	G009	Unified	103	\$22,932	\$27,518	\$33,572	<u>6</u>
GROUNDSKEEPER - LEAD	L006	Unified	107	\$27,874	\$33,449	\$40,808	<u>1</u>
GROUNDSKEEPER/MAINTENANCE WORKER	G010	Unified	104	\$24,079	\$28,894	\$35,251	<u>8</u>
H							
HEAD GOLF PROFESSIONAL	H001	Unified	114	\$39,222	\$47,066	\$57,420	<u>1</u>
HEAVY EQUIPMENT MECHANIC	H004	Unified	112	\$35,575	\$42,690	\$52,082	<u>7</u>
HEAVY EQUIPMENT OPERATOR	H005	Unified	110	\$32,268	\$38,721	\$47,240	<u>3</u>
HELPDESK SUPPORT SPECIALIST	H006	Unified	109	\$30,731	\$36,877	\$44,990	<u>1</u>
HR AND PAYROLL SUPERVISOR	P038	Unified	122	\$57,948	\$69,538	\$84,836	<u>1</u>
HUMAN RESOURCES ANALYST	H010	Unified	117	\$45,404	\$54,485	\$66,471	<u>1</u>
HUMAN RESOURCES ASSISTANT	H007	Unified	111	\$33,881	\$40,657	\$49,602	<u>2</u>
I							
INFORMATION DESK CLERK	P018	Unified	101	\$18,627	\$24,960	\$30,451	<u>6</u>
INSTRUMENTATION & CONTROLS TECHNICIAN	I001	Unified	114	\$39,222	\$47,066	\$57,420	<u>2</u>
INVENTORY AND PURCHASING COORDINATOR	I002	Unified	112	\$35,575	\$42,690	\$52,082	<u>1</u>
IRRIGATION TECHNICIAN	I003	Unified	106	\$26,547	\$31,856	\$38,864	<u>1</u>
L							
LABORATORY ANALYST	S008	Unified	112	\$35,575	\$42,690	\$52,082	<u>3</u>
LABORATORY SUPERVISOR	L001	Unified	116	\$43,242	\$51,890	\$63,306	<u>2</u>
LABORATORY TECHNICIAN	L002	Unified	110	\$32,268	\$38,721	\$47,240	<u>1</u>
LABORER	L003	Unified	103	\$22,932	\$27,518	\$33,572	<u>27</u>
LANDSCAPE SITE PLAN INSPECTOR	L004	Unified	114	\$39,222	\$47,066	\$57,420	<u>1</u>
LANDSCAPER/GREENSKEEPER	L005	Unified	105	\$25,283	\$30,339	\$37,014	<u>10</u>
LEAD LANDSCAPER/GREENSKEEPER	L007	Unified	107	\$27,874	\$33,449	\$40,808	<u>2</u>
LEAD LANDSCAPER/GROUNDSKEEPER	L008	Unified	107	\$27,874	\$33,449	\$40,808	<u>6</u>
LEAD MECHANIC	L009	Unified	115	\$41,183	\$49,419	\$60,291	<u>3</u>
LEGAL ASSISTANT	L010	Unified	112	\$35,575	\$42,690	\$52,082	<u>3</u>
LIFEGUARD	L012	Unified	101	\$18,627	\$24,960	\$30,451	<u>73</u>
LINE CONSTR. COORDINATOR	L014	Unified	116	\$43,242	\$51,890	\$63,306	<u>1</u>
M							
MAINTENANCE CREW LEADER	M005	Unified	106	\$26,547	\$31,856	\$38,864	<u>2</u>
MASTER PLANT OPERATOR	M008	Unified	114	\$39,222	\$47,066	\$57,420	<u>13</u>
MEDIA PROGRAM PRODUCER	C011	Unified	113	\$37,354	\$44,825	\$54,686	<u>4</u>
METER READER	M009	Unified	105	\$25,283	\$30,339	\$37,014	<u>6</u>
METER SERVICE CREW LEADER	M010	Unified	110	\$32,268	\$38,721	\$47,240	<u>1</u>
METER SERVICE MANAGER	M012	Unified	113	\$37,354	\$44,825	\$54,686	<u>1</u>

City of Murfreesboro

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
MIS COORDINATOR	M011	Unified	123	\$60,845	\$73,015	\$89,078	<u>3</u>
N							
NETWORK ADMINISTRATOR	S015	Unified	114	\$39,222	\$47,066	\$57,420	<u>2</u>
NETWORK SPECIALIST	T001	Unified	112	\$35,575	\$42,690	\$52,082	<u>4</u>
NURSE	P021	Unified	112	\$35,575	\$42,690	\$52,082	<u>1</u>
O							
OPERATIONS OFFICER - WATER DEPARTMENT	A019	Unified	127	\$73,958	\$88,750	\$108,275	<u>1</u>
Outdoor Program Coordinator	O006	Unified	104	\$24,079	\$28,894	\$35,251	<u>1</u>
P							
PARKING ENFORCEMENT AIDE	P001	Unified	103	\$22,932	\$27,518	\$33,572	<u>2</u>
Payroll Assistant	P037	Unified	112	\$35,575	\$42,690	\$52,082	<u>1</u>
Permits Technician	P077	Unified	110	\$32,268	\$38,721	\$47,240	<u>5</u>
PLAN EXAMINER	P040	Unified	119	\$50,058	\$60,069	\$73,284	<u>2</u>
PLANNER	P041	Unified	117	\$45,404	\$54,485	\$66,471	<u>2</u>
PLANT MANAGER (WATER & WASTEWATER)	P042	Unified	123	\$60,845	\$73,015	\$89,078	<u>2</u>
PLANT OPERATOR (WATER & WASTEWATER)	P043	Unified	108	\$29,268	\$35,121	\$42,848	<u>5</u>
Plant Operator, Senior (Water & Wastewater)	P076	Unified	110	\$32,268	\$38,721	\$47,240	<u>0</u>
PLANT SHIFT SUPERVISOR (WATER & WASTEWATER)	P044	Unified	116	\$43,242	\$51,890	\$63,306	<u>6</u>
POLICE CAPTAIN	P045	Unified	123	\$60,845	\$73,015	\$89,078	<u>3</u>
POLICE CHIEF	P046	Unified	132	\$94,391	\$113,269	\$138,189	<u>1</u>
POLICE EVIDENCE TECHNICIAN	P047	Unified	108	\$29,268	\$35,121	\$42,848	<u>5</u>
POLICE LIEUTENANT	P048	Public Safety	213	\$50,134	\$60,161	\$71,592	<u>10</u>
POLICE MAJOR	P049	Unified	124	\$63,888	\$76,665	\$93,532	<u>4</u>
Police Officer	P075	Public Safety	207	\$37,411	\$44,893	\$53,423	<u>162</u>
POLICE SERGEANT	P052	Public Safety	211	\$45,473	\$54,568	\$64,936	<u>37</u>
POLICE TRAINEE	P053	Public Safety	205	\$33,933	\$40,719	\$48,456	<u>13</u>
PRETREATMENT COORDINATOR	P055	Unified	117	\$45,404	\$54,485	\$66,471	<u>1</u>
PRETREATMENT TECHNICIAN	P056	Unified	109	\$30,731	\$36,877	\$44,990	<u>1</u>
PREVENTATIVE MAINTENANCE MECHANIC	P057	Unified	107	\$27,874	\$33,449	\$40,808	<u>1</u>
PRINCIPAL PLANNER	P058	Unified	120	\$52,561	\$63,073	\$76,949	<u>2</u>
PROGRAM COORDINATOR	P060	Unified	114	\$39,222	\$47,066	\$57,420	<u>11</u>
PROGRAM SPECIALIST	P062	Unified	101	\$18,627	\$24,960	\$30,451	<u>8</u>
PROJECT COORDINATOR	P064	Unified	120	\$52,561	\$63,073	\$76,949	<u>1</u>
PROJECT ENGINEER	P065	Unified	122	\$57,948	\$69,538	\$84,836	<u>1</u>
PUBLIC INFORMATION OFFICER	P066	Unified	121	\$55,189	\$66,226	\$80,796	<u>1</u>
PUBLIC WORKS CREW LEADER	P067	Unified	110	\$32,268	\$38,721	\$47,240	<u>3</u>
PUBLIC WORKS PROJECT INSPECTOR - SR	S020	Unified	116	\$43,242	\$51,890	\$63,306	<u>3</u>
PUBLIC WORKS PROJECTS INSPECTOR	P068	Unified	113	\$37,354	\$44,825	\$54,686	<u>4</u>
R							
RECREATION FACILITY COORDINATOR	A009	Unified	114	\$39,222	\$47,066	\$57,420	<u>9</u>
RECREATION PROGRAM SPECIALIST	P059	Unified	103	\$22,932	\$27,518	\$33,572	<u>8</u>
RECREATION SERVICES ASSISTANT	P039	Unified	101	\$18,627	\$24,960	\$30,451	<u>24</u>
REFUSE/CUSTODIAL CREW SUPER.	R003	Unified	105	\$25,283	\$30,339	\$37,014	<u>2</u>
REPORTING & COMPLIANCE MANAGER	R009	Unified	118	\$47,674	\$57,209	\$69,795	<u>1</u>
RISK MANAGER	R006	Unified	126	\$70,436	\$84,523	\$103,119	<u>1</u>
ROW SAFETY INSPECTOR	R007	Unified	115	\$41,183	\$49,419	\$60,291	<u>1</u>
S							
SAFETY COORDINATOR W/WW	S001	Unified	117	\$45,404	\$54,485	\$66,471	<u>1</u>

City of Murfreesboro

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
SAFETY OFFICER	S002	Unified	120	\$52,561	\$63,073	\$76,949	<u>1</u>
SHIFT COMMANDER	S010	Unified	123	\$60,845	\$73,015	\$89,078	<u>3</u>
SHOP MANAGER	S012	Unified	108	\$29,268	\$35,121	\$42,848	<u>4</u>
SIGN ADMINISTRATOR	S013	Unified	117	\$45,404	\$54,485	\$66,471	<u>1</u>
SIGN TECHNICIAN	S014	Unified	108	\$29,268	\$35,121	\$42,848	<u>2</u>
STORM WATER MANAGER	S022	Unified	122	\$57,948	\$69,538	\$84,836	<u>1</u>
STREETS SUPERINTENDENT	S024	Unified	120	\$52,561	\$63,073	\$76,949	<u>1</u>
SUPERINTENDENT - ATHLETIC/RECREATION PROGRAMS	A031	Unified	116	\$43,242	\$51,890	\$63,306	<u>2</u>
SUPERINTENDENT - FACILITY	F004	Unified	118	\$47,674	\$57,209	\$69,795	<u>3</u>
T							
Tax/Licensing Supervisor	T015	Unified	115	\$41,183	\$49,419	\$60,291	<u>1</u>
Theatre Manager	T003	Unified	109	\$30,731	\$36,877	\$44,990	<u>1</u>
Theatre Specialist	T004	Unified	103	\$22,932	\$27,518	\$33,572	<u>3</u>
TRAFFIC SIGNAL TECHNICIAN	T007	Unified	115	\$41,183	\$49,419	\$60,291	<u>3</u>
TRANSIT OPERATOR	T008	Unified	107	\$27,874	\$33,449	\$40,808	<u>16</u>
TRANSPORTATION OPERATIONS MANAGER	T009	Unified	118	\$47,674	\$57,209	\$69,795	<u>1</u>
TRANSPORTATION OPERATIONS SUPERVISOR	T010	Unified	113	\$37,354	\$44,825	\$54,686	<u>1</u>
TREE TRIMMER	T011	Unified	107	\$27,874	\$33,449	\$40,808	<u>1</u>
TURF CARE MANAGER	T013	Unified	121	\$55,189	\$66,226	\$80,796	<u>2</u>
TURF CARE SUPERVISOR	T014	Unified	112	\$35,575	\$42,690	\$52,082	<u>3</u>
U							
UTILITY LOCATOR	U001	Unified	110	\$32,268	\$38,721	\$47,240	<u>2</u>
V							
VIDEO JOURNALIST	P034	Unified	105	\$25,283	\$30,339	\$37,014	<u>2</u>
W							
W/WW CREW LEADER	M001	Unified	113	\$37,354	\$44,825	\$54,686	<u>3</u>
W/WW FOREMAN	M002	Unified	114	\$39,222	\$47,066	\$57,420	<u>2</u>
W/WW GIS MANAGER	G004	Unified	117	\$45,404	\$54,485	\$66,471	<u>1</u>
W/WW LABORER	M003	Unified	103	\$22,932	\$27,518	\$33,572	<u>8</u>
W/WW MAINTENANCE SUPERVISOR	M006	Unified	116	\$43,242	\$51,890	\$63,306	<u>2</u>
W/WW MAINTENANCE TECHNICIAN	M007	Unified	112	\$35,575	\$42,690	\$52,082	<u>9</u>
W/WW MAINTENANCE WORKER	M004	Unified	106	\$26,547	\$31,856	\$38,864	<u>19</u>
WATER OPERATIONS MANAGER	O005	Unified	123	\$60,845	\$73,015	\$89,078	<u>1</u>
WATER PROJECTS INSPECTOR	R005	Unified	113	\$37,354	\$44,825	\$54,686	<u>5</u>
WATER QUALITY SPECIALIST	W002	Unified	117	\$45,404	\$54,485	\$66,471	<u>1</u>
WATER QUALITY TECHNICIAN	W003	Unified	109	\$30,731	\$36,877	\$44,990	<u>1</u>

212 Job Classes

SECTION 7.0
Implementation Cost by Job Class

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Implementation Cost By Proposed Classification City of Murfreesboro

Proposed Pay Plan Public Safety

100 % Of Market

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments													Prop Avg	Avg \$ Inc	%	
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#				Total Adjust
Proposed Pay Plan		Public Safety																		
ASSISTANT FIRE MARSHALL		A024	57,825	3	3,470	3	0	0	0	0	0	0	2,529	3	0	0	5,999	59,825	2,000	3.5%
FIRE CAPTAIN		F008	61,538	32	29,630	28	0	0	0	0	833	1	15,521	22	0	0	45,984	62,975	1,437	2.3%
FIRE DRIVER		F012	50,319	47	47,300	47	0	0	0	0	3,788	2	32,621	47	0	0	83,709	52,100	1,781	3.5%
FIRE TRAINING COORDINATOR		F014	58,449	2	2,338	2	0	0	0	0	1,987	1	1,900	2	0	0	6,225	61,562	3,113	5.3%
Firefighter		F025	39,382	90	70,888	90	26,566	20	0	0	188,187	76	37,824	89	0	0	323,464	42,976	3,594	9.1%
POLICE LIEUTENANT		P048	61,594	10	12,319	10	0	0	0	0	0	0	8,018	10	0	0	20,337	63,628	2,034	3.3%
Police Officer		P075	40,294	160	128,940	160	82,629	42	0	0	245,373	114	87,441	159	0	0	544,384	43,696	3,402	8.4%
POLICE SERGEANT		P052	52,542	37	38,881	37	0	0	0	0	4,410	1	20,292	37	0	0	63,584	54,261	1,718	3.3%
POLICE TRAINEE		P053	33,472	13	8,703	13	0	0	0	0	0	0	7,896	13	0	0	16,599	34,748	1,277	3.8%

Summary for Pay Plan: Public Safety

Pay Plan Totals	# Job Classes	# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#
		9	394	342,468	390	109,195	62	0	0	444,578	195	214,043	382	0

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Implementation Cost By Proposed Classification City of Murfreesboro

Proposed Pay Plan Unified

100% Of Market

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments													Prop Avg	Avg \$ Inc	%	
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#				Total Adjust
Proposed Pay Plan	Unified																			
ACCOUNTANT	A001		47,475	3	2,848	3	0	0	0	0	2,305	1	0	0	0	0	5,154	49,193	1,718	3.6%
ACCOUNTING CLERK	A003		34,554	1	691	1	0	0	0	0	0	0	0	0	0	0	691	35,245	691	2.0%
ACCOUNTING SPECIALIST	S006		50,973	2	2,039	2	0	0	0	0	0	0	0	0	0	0	2,039	51,992	1,019	2.0%
ADMINISTRATIVE AIDE I	D001		41,447	8	4,815	8	4,034	1	0	0	4,613	2	0	0	0	0	13,462	43,130	1,683	4.1%
ADMINISTRATIVE AIDE II	A005		43,245	13	8,989	13	0	0	0	0	3,090	1	0	0	0	0	12,078	44,174	929	2.1%
ADMINISTRATIVE SUPPORT SPECIALIST	A004		20,366	22	8,961	22	25,124	9	0	0	7,602	6	0	0	0	0	41,687	22,261	1,895	9.3%
ADMINISTRATIVE SUPPORT SPECIALIST	A007		36,684	21	15,407	21	0	0	0	0	15,561	6	0	0	0	0	30,969	38,159	1,475	4.0%
ADULT DAY SERVICES ACTIVITY ASST	P003		14,755	2	590	2	0	0	0	0	1,083	1	0	0	0	0	1,673	15,591	836	5.7%
ADULT DAY SERVICES PROGRAM COOR	P004		18,824	1	376	1	311	1	0	0	697	1	0	0	0	0	1,385	20,209	1,385	7.4%
AIRPORT MANAGER	A008		80,040	1	756	1	0	0	0	0	0	0	0	0	0	0	756	80,796	756	0.9%
AIRPORT OPERATIONS WORKER	P007		9,459	7	1,324	7	597	3	0	0	6,172	6	0	0	0	0	8,094	10,616	1,156	12.2%
ASSISTANT CITY ATTORNEY	A015		93,072	3	5,584	3	5,458	1	0	0	11,266	2	0	0	0	0	22,308	100,508	7,436	8.0%
ASSISTANT CITY MANAGER	A016		112,404	1	2,248	1	0	0	0	0	3,980	1	0	0	0	0	6,228	118,632	6,228	5.5%
ASSISTANT DIRECTOR - BUILDING	D003		71,927	1	1,439	1	0	0	0	0	0	0	0	0	0	0	1,439	73,366	1,439	2.0%
ASSISTANT DIRECTOR - FINANCE	A017		80,682	1	1,614	1	0	0	0	0	0	0	0	0	0	0	1,614	82,295	1,614	2.0%
ASSISTANT DIRECTOR - HUMAN RESOU	A025		78,000	1	1,560	1	0	0	0	0	0	0	0	0	0	0	1,560	79,560	1,560	2.0%
ASSISTANT DIRECTOR - RECREATION	A021		74,589	1	1,492	1	0	0	0	0	0	0	0	0	0	0	1,492	76,081	1,492	2.0%
ASSISTANT DIRECTOR - SOLID WASTE	A022		48,059	1	961	1	0	0	0	0	0	0	0	0	0	0	961	49,020	961	2.0%
ASSISTANT DIRECTOR - TRAFFIC	A033		82,391	1	1,648	1	0	0	0	0	0	0	0	0	0	0	1,648	84,039	1,648	2.0%
ASSISTANT DIRECTOR - TRANSPORTATI	A018		80,212	1	1,604	1	0	0	0	0	0	0	0	0	0	0	1,604	81,816	1,604	2.0%
ASSISTANT FIRE CHIEF	A023		76,236	3	4,574	3	0	0	0	0	0	0	0	0	0	0	4,574	77,761	1,525	2.0%
ASSISTANT PLANT MANAGER	A027		52,664	2	2,107	2	0	0	0	0	0	0	0	0	0	0	2,107	53,717	1,053	2.0%
ASSISTANT POLICE CHIEF	A028		89,191	1	1,784	1	0	0	0	0	0	0	0	0	0	0	1,784	90,975	1,784	2.0%
ASSISTANT PROGRAM COORDINATOR	A029		29,078	10	5,816	10	11,548	6	0	0	11,169	7	0	0	0	0	28,533	31,931	2,853	9.8%
ASSISTANT TO THE CITY MANAGER	A030		76,170	1	1,523	1	3,846	1	0	0	0	0	0	0	0	0	5,369	81,539	5,369	7.0%
ASSISTANT WATER OPERATIONS MANA	A026		67,593	2	1,747	2	0	0	0	0	0	0	0	0	0	0	1,747	68,466	874	1.3%
BENEFITS ADMINISTRATOR	B001		44,647	2	1,786	2	0	0	0	0	1,823	1	0	0	0	0	3,609	46,452	1,804	4.0%
BIOSOLIDS OPERATIONS FOREMAN	B002		55,141	1	1,103	1	0	0	0	0	0	0	0	0	0	0	1,103	56,244	1,103	2.0%
BIOSOLIDS OPERATOR	S007		41,246	2	1,650	2	0	0	0	0	0	0	0	0	0	0	1,650	42,071	825	2.0%
BUILDING/CODES INSPECTOR	B003		61,901	6	1,039	1	0	0	0	0	0	0	0	0	0	0	1,039	62,074	173	0.3%
BUILDING/CODES INSPECTOR (TRAINEE	B004		43,119	1	862	1	0	0	0	0	0	0	0	0	0	0	862	43,982	862	2.0%
BUS/VAN DRIVER	P008		3,156	3	189	3	0	0	0	0	197	1	0	0	0	0	386	3,285	129	4.1%
CARE PROGRAM SPECIALIST	C003		41,697	1	834	1	0	0	0	0	0	0	0	0	0	0	834	42,531	834	2.0%
CAREGIVER INFORMATION COORDINAT	P009		11,828	1	237	1	1,740	1	0	0	581	1	0	0	0	0	2,558	14,386	2,558	21.6%
CASHIER	C004		22,328	2	893	2	0	0	0	0	0	0	0	0	0	0	893	22,774	447	2.0%
CCTV TECHNICIAN	R004		39,839	3	2,390	3	0	0	0	0	0	0	0	0	0	0	2,390	40,636	797	2.0%
CHIEF CITY COURT CLERK	C005		52,402	1	1,048	1	0	0	0	0	0	0	0	0	0	0	1,048	53,450	1,048	2.0%
CITY ATTORNEY	C006		143,334	1	2,867	1	0	0	0	0	0	0	0	0	0	0	2,867	146,201	2,867	2.0%

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Implementation Cost By Proposed Classification City of Murfreesboro

Proposed Pay Plan Unified

100% Of Market

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments														Prop Avg	Avg \$ Inc	%	
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#	Total Adjust				
Proposed Pay Plan	Unified																				
CITY ENGINEER		C007	103,569	1	2,071	1	0	0	0	0	0	0	0	0	0	0	0	2,071	105,640	2,071	2.0%
CITY JUDGE		C008	64,748	1	1,295	1	0	0	0	0	0	0	0	0	0	0	0	1,295	66,043	1,295	2.0%
CITY MANAGER		C009	160,654	1	3,213	1	0	0	0	0	0	0	0	0	0	0	0	3,213	163,867	3,213	2.0%
CLAIMS SPECIALIST		L011	55,650	1	1,113	1	0	0	0	0	0	0	0	0	0	0	0	1,113	56,763	1,113	2.0%
COMMUNICATIONS SHIFT SUPERVISOR		C012	46,416	7	6,498	7	0	0	0	0	0	0	0	0	0	0	0	6,498	47,344	928	2.0%
COORDINATOR - EFFECTIVE UTILITY MA		E001	76,241	1	1,525	1	0	0	0	0	0	0	0	0	0	0	0	1,525	77,766	1,525	2.0%
COURIER		P013	9,360	2	374	2	0	0	0	0	1,208	2	0	0	0	0	0	1,582	10,151	791	8.5%
COURT CLERK		C023	35,760	3	2,146	3	0	0	0	0	2,856	3	0	0	0	0	0	5,001	37,427	1,667	4.7%
CREW LEADER		C014	40,262	5	4,026	5	0	0	0	0	402	2	0	0	0	0	0	4,428	41,148	886	2.2%
CRIME DATA ANALYST		C015	40,269	1	805	1	0	0	0	0	0	0	0	0	0	0	0	805	41,074	805	2.0%
CROSS CONNECTION SUPERVISOR		C001	56,722	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	56,722	0	0.0%
CROSS CONNECTION TECHNICIAN		C002	43,077	2	1,723	2	0	0	0	0	0	0	0	0	0	0	0	1,723	43,938	862	2.0%
CULTURAL ARTS PROGRAM SPECIALIS		C017	10,495	1	210	1	6,074	1	0	0	382	1	0	0	0	0	0	6,666	17,161	6,666	63.5%
CUSTODIAL SERVICES FOREMAN		F002	35,430	2	1,417	2	0	0	0	0	0	0	0	0	0	0	0	1,417	36,139	709	2.0%
CUSTODIAN		C018	19,306	20	7,723	20	21,240	11	0	0	21,054	13	0	0	0	0	0	50,016	21,807	2,501	13.0%
CUSTOMER SERVICE CLERK		C020	31,515	6	3,028	5	0	0	0	0	0	0	0	0	0	0	0	3,028	32,020	505	1.6%
CUSTOMER SERVICE FIELD REP.		C021	39,062	2	1,147	2	0	0	0	0	0	0	0	0	0	0	0	1,147	39,636	574	1.5%
CUSTOMER SERVICE MANAGER		C022	69,278	1	1,386	1	0	0	0	0	0	0	0	0	0	0	0	1,386	70,664	1,386	2.0%
DEPUTY FIRE CHIEF		D004	86,642	1	1,733	1	0	0	0	0	0	0	0	0	0	0	0	1,733	88,375	1,733	2.0%
DEPUTY POLICE CHIEF		D005	93,022	1	1,860	1	0	0	0	0	0	0	0	0	0	0	0	1,860	94,882	1,860	2.0%
DEVELOPMENT COORDINATOR		D007	61,308	1	1,226	1	0	0	0	0	0	0	0	0	0	0	0	1,226	62,534	1,226	2.0%
DIRECTOR - BUILDING		D013	87,581	1	1,752	1	0	0	0	0	0	0	0	0	0	0	0	1,752	89,333	1,752	2.0%
DIRECTOR - COMMUNICATIONS		C010	79,781	1	1,596	1	0	0	0	0	0	0	0	0	0	0	0	1,596	81,376	1,596	2.0%
DIRECTOR - COMMUNITY DEVELOPMEN		D014	74,903	1	1,498	1	0	0	0	0	0	0	0	0	0	0	0	1,498	76,401	1,498	2.0%
DIRECTOR - FINANCE		F006	115,940	1	2,319	1	0	0	0	0	0	0	0	0	0	0	0	2,319	118,259	2,319	2.0%
DIRECTOR - FLEET SERVICES		F018	78,860	1	1,577	1	0	0	0	0	0	0	0	0	0	0	0	1,577	80,438	1,577	2.0%
DIRECTOR - GOLF		D018	95,551	1	1,911	1	0	0	0	0	0	0	0	0	0	0	0	1,911	97,462	1,911	2.0%
DIRECTOR - HUMAN RESOURCES		H008	97,195	1	1,944	1	0	0	0	0	0	0	0	0	0	0	0	1,944	99,139	1,944	2.0%
DIRECTOR - INFORMATION TECHNOLOG		D010	85,039	1	1,701	1	0	0	0	0	2,910	1	0	0	0	0	0	4,611	89,650	4,611	5.4%
DIRECTOR - PLANNING		D011	73,654	1	1,473	1	6,412	1	0	0	0	0	0	0	0	0	0	7,885	81,539	7,885	10.7%
DIRECTOR - PURCHASING		P069	77,000	1	1,540	1	0	0	0	0	0	0	0	0	0	0	0	1,540	78,540	1,540	2.0%
DIRECTOR - RECREATION		D015	106,906	1	2,138	1	0	0	0	0	0	0	0	0	0	0	0	2,138	109,044	2,138	2.0%
DIRECTOR - SENIOR CITIZENS CENTER		D012	50,284	1	1,006	1	15,792	1	0	0	1,111	1	0	0	0	0	0	17,909	68,194	17,909	35.6%
DIRECTOR - SOLID WASTE		D016	81,842	1	1,637	1	0	0	0	0	0	0	0	0	0	0	0	1,637	83,479	1,637	2.0%
DIRECTOR - TRANSPORTATION		D0009	99,694	1	1,994	1	0	0	0	0	0	0	0	0	0	0	0	1,994	101,688	1,994	2.0%
DIRECTOR - URBAN ENVIRONMENTAL		D017	77,113	1	1,542	1	0	0	0	0	6,372	1	0	0	0	0	0	7,914	85,027	7,914	10.3%
DIRECTOR - WATER/WASTEWATER		D008	109,382	1	2,188	1	0	0	0	0	0	0	0	0	0	0	0	2,188	111,569	2,188	2.0%
DISPATCHER - POLICE		D019	32,983	24	15,832	24	7,960	12	0	0	29,101	16	0	0	0	0	0	52,893	35,187	2,204	6.7%

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Implementation Cost By Proposed Classification City of Murfreesboro

Proposed Pay Plan Unified

100% Of Market

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments													Prop Avg	Avg \$ Inc	%	
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#				Total Adjust
Proposed Pay Plan	Unified																			
DRIVER - SOLID WASTE	D020		35,918	29	20,832	29	0	0	0	0	0	0	0	0	0	0	20,832	36,636	718	2.0%
ELECTRICAL INSPECTOR	E002		48,532	4	2,730	3	0	0	0	0	0	0	0	0	0	0	2,730	49,214	683	1.4%
ENGINEER	E003		56,532	1	1,131	1	285	1	0	0	0	0	0	0	0	0	1,416	57,948	1,416	2.5%
ENGINEER IN TRAINING	E004		54,716	1	1,094	1	0	0	0	0	0	0	0	0	0	0	1,094	55,810	1,094	2.0%
ENVIRONMENTAL ENGINEER	E005		75,700	1	1,514	1	0	0	0	0	0	0	0	0	0	0	1,514	77,214	1,514	2.0%
EQUIPMENT MECHANIC	E006		39,428	1	789	1	0	0	0	0	0	0	0	0	0	0	789	40,217	789	2.0%
EQUIPMENT OPERATOR	E007		36,588	26	15,726	26	0	0	0	0	0	0	0	0	0	0	15,726	37,193	605	1.7%
Exercise Instructor	E008		4,285	2	0	0	0	0	0	0	0	0	0	0	0	0	0	4,285	0	0.0%
FACILITY ATTENDANT	F001		7,632	71	10,838	71	54,821	57	0	0	39,885	48	0	0	0	0	105,544	9,119	1,487	19.5%
FACILITY ATTENDANT LEAD	H003		10,844	5	1,084	5	4,192	3	0	0	1,704	2	0	0	0	0	6,981	12,240	1,396	12.9%
Facility Supervisor	F005		59,940	1	1,199	1	0	0	0	0	0	0	0	0	0	0	1,199	61,139	1,199	2.0%
FINANCE/PERSONNEL SUPERVISOR	F007		54,544	1	1,091	1	0	0	0	0	2,958	1	0	0	0	0	4,049	58,593	4,049	7.4%
FINANCIAL OFFICER - WATER DEPARTM	A020		87,321	1	1,746	1	0	0	0	0	0	0	0	0	0	0	1,746	89,067	1,746	2.0%
FIRE CHIEF	F011		106,884	1	2,138	1	0	0	0	0	0	0	0	0	0	0	2,138	109,021	2,138	2.0%
Fitness/Wellness Coordinator	F017		11,831	2	473	2	0	0	0	0	0	0	0	0	0	0	473	12,068	237	2.0%
FOG PROGRAM COORDINATOR	F019		47,366	1	0	0	0	0	0	0	0	0	0	0	0	0	0	47,366	0	0.0%
FOOD SERVICE MANAGER	F020		27,645	1	553	1	0	0	0	0	0	0	0	0	0	0	553	28,198	553	2.0%
GIS COORDINATOR	G003		65,136	1	1,303	1	0	0	0	0	0	0	0	0	0	0	1,303	66,438	1,303	2.0%
GIS MAPPING SPECIALIST	P016		4,836	1	97	1	2,872	1	0	0	1,146	1	0	0	0	0	4,114	8,950	4,114	85.1%
GIS MAPPING TECHNICIAN	G002		48,534	3	2,912	3	0	0	0	0	735	1	0	0	0	0	3,647	49,750	1,216	2.5%
GOLF ASSISTANT	P030		8,606	8	1,377	8	13,221	8	0	0	6,900	6	0	0	0	0	21,498	11,294	2,687	31.2%
Golf Cart Specialist	G014		12,480	1	250	1	2,558	1	0	0	1,835	1	0	0	0	0	4,643	17,123	4,643	37.2%
GOLF FACILITY SUPERVISOR	G006		25,776	2	1,031	2	8,466	1	0	0	1,102	1	0	0	0	0	10,599	31,076	5,299	20.6%
GRANT COORDINATOR	G007		58,636	1	1,173	1	0	0	0	0	0	0	0	0	0	0	1,173	59,809	1,173	2.0%
GROUNDSKEEPER	G009		28,479	6	3,417	6	0	0	0	0	0	0	0	0	0	0	3,417	29,048	570	2.0%
GROUNDSKEEPER - LEAD	L006		39,253	1	785	1	0	0	0	0	0	0	0	0	0	0	785	40,038	785	2.0%
GROUNDSKEEPER/MAINTENANCE WOR	G010		32,258	8	3,527	6	0	0	0	0	0	0	0	0	0	0	3,527	32,699	441	1.4%
HEAD GOLF PROFESSIONAL	H001		56,623	1	797	1	0	0	0	0	0	0	0	0	0	0	797	57,420	797	1.4%
HEAVY EQUIPMENT MECHANIC	H004		47,197	7	6,344	7	0	0	0	0	0	0	0	0	0	0	6,344	48,103	906	1.9%
HEAVY EQUIPMENT OPERATOR	H005		44,526	3	2,672	3	0	0	0	0	0	0	0	0	0	0	2,672	45,416	891	2.0%
HELPDESK SUPPORT SPECIALIST	H006		36,253	1	725	1	0	0	0	0	0	0	0	0	0	0	725	36,978	725	2.0%
HR AND PAYROLL SUPERVISOR	P038		57,554	1	1,151	1	0	0	0	0	6,570	1	0	0	0	0	7,721	65,275	7,721	13.4%
HUMAN RESOURCES ANALYST	H010		52,000	1	1,040	1	0	0	0	0	0	0	0	0	0	0	1,040	53,040	1,040	2.0%
HUMAN RESOURCES ASSISTANT	H007		39,234	2	1,569	2	0	0	0	0	439	1	0	0	0	0	2,008	40,238	1,004	2.6%
INFORMATION DESK CLERK	P018		10,254	6	1,231	6	0	0	0	0	485	1	0	0	0	0	1,716	10,540	286	2.8%
INSTRUMENTATION & CONTROLS TECH	I001		48,235	2	1,929	2	0	0	0	0	0	0	0	0	0	0	1,929	49,200	965	2.0%
INVENTORY AND PURCHASING COORDI	I002		39,853	1	797	1	0	0	0	0	0	0	0	0	0	0	797	40,650	797	2.0%
LABORATORY ANALYST	S008		39,929	3	2,396	3	0	0	0	0	0	0	0	0	0	0	2,396	40,728	799	2.0%

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Implementation Cost By Proposed Classification City of Murfreesboro

Proposed Pay Plan Unified

100 % Of Market

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments													Prop Avg	Avg \$ Inc	%	
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#				Total Adjust
Proposed Pay Plan	Unified																			
LABORATORY SUPERVISOR	L001		61,339	2	2,454	2	0	0	0	0	740	1	0	0	0	0	3,193	62,936	1,597	2.6%
LABORATORY TECHNICIAN	L002		36,260	1	725	1	0	0	0	0	0	0	0	0	0	0	725	36,985	725	2.0%
LABORER	L003		18,133	22	7,979	22	39,464	12	0	0	10,105	7	0	0	0	0	57,548	20,749	2,616	14.4%
LANDSCAPE SITE PLAN INSPECTOR	L004		30,284	1	606	1	8,332	1	0	0	0	0	0	0	0	0	8,938	39,222	8,938	29.5%
LANDSCAPER/GREENSKEEPER	L005		30,814	10	6,163	10	0	0	0	0	0	0	0	0	0	0	6,163	31,430	616	2.0%
LEAD LANDSCAPER/GREENSKEEPER	L007		37,925	2	1,517	2	0	0	0	0	0	0	0	0	0	0	1,517	38,684	759	2.0%
LEAD LANDSCAPER/GROUNDSKEEPER	L008		32,202	6	3,864	6	0	0	0	0	0	0	0	0	0	0	3,864	32,846	644	2.0%
LEAD MECHANIC	L009		47,822	3	2,869	3	178	1	0	0	0	0	0	0	0	0	3,047	48,838	1,016	2.1%
LEGAL ASSISTANT	L010		44,766	3	2,071	3	0	0	0	0	0	0	0	0	0	0	2,071	45,457	690	1.5%
LIFEGUARD	L012		7,419	71	10,535	71	31,021	54	0	0	15,661	38	0	0	0	0	57,218	8,225	806	10.9%
LINE CONSTR. COORDINATOR	L014		62,160	1	1,146	1	0	0	0	0	0	0	0	0	0	0	1,146	63,306	1,146	1.8%
MAINTENANCE CREW LEADER	M005		37,629	1	753	1	0	0	0	0	0	0	0	0	0	0	753	38,382	753	2.0%
MASTER PLANT OPERATOR	M008		49,507	13	12,872	13	0	0	0	0	0	0	0	0	0	0	12,872	50,497	990	2.0%
MEDIA PROGRAM PRODUCER	C011		50,197	4	3,981	4	0	0	0	0	0	0	0	0	0	0	3,981	51,193	995	2.0%
METER READER	M009		28,082	6	3,370	6	0	0	0	0	0	0	0	0	0	0	3,370	28,643	562	2.0%
METER SERVICE CREW LEADER	M010		44,054	1	881	1	0	0	0	0	0	0	0	0	0	0	881	44,935	881	2.0%
METER SERVICE MANAGER	M012		53,762	1	924	1	0	0	0	0	0	0	0	0	0	0	924	54,686	924	1.7%
MIS COORDINATOR	M011		75,812	3	4,549	3	0	0	0	0	16,689	3	0	0	0	0	21,238	82,892	7,079	9.3%
NETWORK ADMINISTRATOR	S015		45,363	2	1,814	2	0	0	0	0	0	0	0	0	0	0	1,814	46,270	907	2.0%
NETWORK SPECIALIST	T001		39,707	4	3,177	4	0	0	0	0	1,357	2	0	0	0	0	4,533	40,841	1,133	2.9%
NURSE	P021		26,780	1	536	1	0	0	0	0	0	0	0	0	0	0	536	27,316	536	2.0%
OPERATIONS OFFICER - WATER DEPAR	A019		86,163	1	1,723	1	0	0	0	0	0	0	0	0	0	0	1,723	87,886	1,723	2.0%
Outdoor Program Coordinator	O006		17,068	1	341	1	0	0	0	0	0	0	0	0	0	0	341	17,410	341	2.0%
PARKING ENFORCEMENT AIDE	P001		25,576	2	1,023	2	0	0	0	0	215	1	0	0	0	0	1,238	26,195	619	2.4%
Payroll Assistant	P037		36,220	1	724	1	0	0	0	0	0	0	0	0	0	0	724	36,944	724	2.0%
Permits Technician	P077		37,090	5	3,709	5	0	0	0	0	0	0	0	0	0	0	3,709	37,832	742	2.0%
PLAN EXAMINER	P040		59,449	2	2,378	2	0	0	0	0	0	0	0	0	0	0	2,378	60,638	1,189	2.0%
PLANNER	P041		56,175	2	1,040	2	0	0	0	0	0	0	0	0	0	0	1,040	56,695	520	0.9%
PLANT MANAGER (WATER & WASTEWA	P042		77,199	2	3,088	2	0	0	0	0	0	0	0	0	0	0	3,088	78,743	1,544	2.0%
PLANT OPERATOR (WATER & WASTEW	P043		31,404	5	3,140	5	0	0	0	0	0	0	0	0	0	0	3,140	32,032	628	2.0%
PLANT SHIFT SUPERVISOR (WATER & W	P044		54,675	5	5,467	5	0	0	0	0	0	0	0	0	0	0	5,467	55,768	1,093	2.0%
POLICE CAPTAIN	P045		67,149	3	4,029	3	0	0	0	0	0	0	0	0	0	0	4,029	68,492	1,343	2.0%
POLICE CHIEF	P046		117,815	1	2,356	1	0	0	0	0	0	0	0	0	0	0	2,356	120,172	2,356	2.0%
POLICE EVIDENCE TECHNICIAN	P047		31,397	5	3,140	5	0	0	0	0	14,140	5	0	0	0	0	17,279	34,853	3,456	11.0%
POLICE MAJOR	P049		78,484	4	6,279	4	0	0	0	0	0	0	0	0	0	0	6,279	80,053	1,570	2.0%
Pool Manager	P054		18,200	1	364	1	0	0	0	0	0	0	0	0	0	0	364	18,564	364	2.0%
PRETREATMENT COORDINATOR	P055		48,536	1	971	1	0	0	0	0	940	1	0	0	0	0	1,911	50,446	1,911	3.9%
PRETREATMENT TECHNICIAN	P056		42,141	1	843	1	0	0	0	0	0	0	0	0	0	0	843	42,984	843	2.0%

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Implementation Cost By Proposed Classification City of Murfreesboro

Proposed Pay Plan Unified

100% Of Market

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments														Prop Avg	Avg \$ Inc	%	
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#	Total Adjust				
Proposed Pay Plan Unified																					
PREVENTATIVE MAINTENANCE MECHA	P057		31,981	1	640	1	0	0	0	0	0	0	0	0	0	0	0	640	32,621	640	2.0%
PRINCIPAL PLANNER	P058		64,993	2	2,600	2	0	0	0	0	0	0	0	0	0	0	0	2,600	66,293	1,300	2.0%
PROGRAM COORDINATOR	P060		41,993	11	9,238	11	4,203	3	0	0	29,469	8	0	0	0	0	0	42,911	45,894	3,901	9.3%
PROGRAM SPECIALIST	P062		8,596	8	1,375	8	1,627	7	0	0	6,841	6	0	0	0	0	0	9,843	9,826	1,230	14.3%
PROJECT COORDINATOR	P064		54,316	1	1,086	1	0	0	0	0	3,504	1	0	0	0	0	0	4,590	58,906	4,590	8.5%
PROJECT ENGINEER	P065		57,881	1	1,158	1	0	0	0	0	0	0	0	0	0	0	0	1,158	59,039	1,158	2.0%
PUBLIC INFORMATION OFFICER	P066		62,000	1	1,240	1	0	0	0	0	0	0	0	0	0	0	0	1,240	63,240	1,240	2.0%
PUBLIC WORKS CREW LEADER	P067		44,137	2	1,664	2	0	0	0	0	0	0	0	0	0	0	0	1,664	44,969	832	1.9%
PUBLIC WORKS PROJECT INSPECTOR -	S020		58,989	3	3,539	3	0	0	0	0	3,831	1	0	0	0	0	0	7,370	61,446	2,457	4.2%
PUBLIC WORKS PROJECTS INSPECTOR	P068		45,884	4	3,671	4	0	0	0	0	0	0	0	0	0	0	0	3,671	46,802	918	2.0%
RECREATION FACILITY COORDINATOR	A009		45,804	8	7,329	8	1,417	1	0	0	2,722	2	0	0	0	0	0	11,468	47,237	1,434	3.1%
RECREATION PROGRAM SPECIALIST	P059		13,663	8	2,084	7	5,724	5	0	0	2,314	5	0	0	0	0	0	10,122	14,929	1,265	9.3%
RECREATION SERVICES ASSISTANT	P039		5,525	21	874	10	2,820	4	0	0	3,035	2	0	0	0	0	0	6,730	5,846	320	5.8%
REFUSE/CUSTODIAL CREW SUPER.	R003		31,489	2	1,260	2	0	0	0	0	0	0	0	0	0	0	0	1,260	32,118	630	2.0%
REPORTING & COMPLIANCE MANAGER	R009		67,302	1	1,346	1	0	0	0	0	0	0	0	0	0	0	0	1,346	68,648	1,346	2.0%
RISK MANAGER	R006		104,149	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	104,149	0	0.0%
ROW SAFETY INSPECTOR	R007		58,558	1	1,171	1	0	0	0	0	0	0	0	0	0	0	0	1,171	59,729	1,171	2.0%
SAFETY COORDINATOR W/WWW	S001		64,833	1	1,297	1	0	0	0	0	0	0	0	0	0	0	0	1,297	66,129	1,297	2.0%
SAFETY OFFICER	S002		64,101	1	1,282	1	0	0	0	0	0	0	0	0	0	0	0	1,282	65,383	1,282	2.0%
SCHOOL TRAFFIC PATROL	P025		6,768	35	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6,768	0	0.0%
SHIFT COMMANDER	S010		71,295	3	4,278	3	0	0	0	0	0	0	0	0	0	0	0	4,278	72,721	1,426	2.0%
SHOP MANAGER	S012		21,539	4	1,723	4	9,034	2	0	0	716	2	0	0	0	0	0	11,474	24,408	2,868	13.3%
SIGN ADMINISTRATOR	S013		55,637	1	1,113	1	0	0	0	0	0	0	0	0	0	0	0	1,113	56,750	1,113	2.0%
SIGN TECHNICIAN	S014		37,226	2	1,489	2	0	0	0	0	0	0	0	0	0	0	0	1,489	37,971	745	2.0%
STORM WATER MANAGER	S022		78,625	1	1,573	1	0	0	0	0	0	0	0	0	0	0	0	1,573	80,198	1,573	2.0%
STREETS SUPERINTENDENT	S024		67,275	1	1,346	1	0	0	0	0	0	0	0	0	0	0	0	1,346	68,621	1,346	2.0%
SUPERINTENDENT - ATHLETIC/RECREA	A031		54,161	2	2,166	2	0	0	0	0	0	0	0	0	0	0	0	2,166	55,244	1,083	2.0%
SUPERINTENDENT - FACILITY	F004		53,835	3	3,230	3	5,510	1	0	0	0	0	0	0	0	0	0	8,740	56,748	2,913	5.4%
Tax/Licensing Supervisor	T015		56,544	1	1,131	1	0	0	0	0	0	0	0	0	0	0	0	1,131	57,675	1,131	2.0%
Theatre Manager	T003		16,359	1	327	1	4,620	1	0	0	3,094	1	0	0	0	0	0	8,042	24,401	8,042	49.2%
Theatre Specialist	T004		9,822	3	589	3	3,425	3	0	0	1,997	3	0	0	0	0	0	6,012	11,826	2,004	20.4%
TRAFFIC SIGNAL TECHNICIAN	T007		45,071	3	2,704	3	0	0	0	0	990	1	0	0	0	0	0	3,694	46,303	1,231	2.7%
TRANSIT OPERATOR	T008		24,832	16	7,946	16	8,218	9	0	0	1,971	2	0	0	0	0	0	18,136	25,966	1,133	4.6%
TRANSPORTATION OPERATIONS MANA	T009		57,743	1	1,155	1	0	0	0	0	0	0	0	0	0	0	0	1,155	58,898	1,155	2.0%
TRANSPORTATION OPERATIONS SUPE	T010		43,037	1	861	1	0	0	0	0	0	0	0	0	0	0	0	861	43,898	861	2.0%
TREE TRIMMER	T011		30,102	1	602	1	0	0	0	0	0	0	0	0	0	0	0	602	30,704	602	2.0%
TURF CARE MANAGER	T013		64,756	2	2,590	2	2,010	1	0	0	0	0	0	0	0	0	0	4,600	67,057	2,300	3.6%
TURF CARE SUPERVISOR	T014		43,357	3	2,601	3	0	0	0	0	974	1	0	0	0	0	0	3,576	44,549	1,192	2.7%

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100 % Of Market

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments													Prop Avg	Avg \$ Inc	%	
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#				Total Adjust
Proposed Pay Plan	Unified																			
UTILITY LOCATOR	U001		39,125	2	1,565	2	0	0	0	0	0	0	0	0	0	0	1,565	39,907	782	2.0%
VIDEO JOURNALIST	P034		17,303	2	692	2	1,783	2	0	0	0	0	0	0	0	0	2,475	18,541	1,238	7.2%
W/WW CREW LEADER	M001		40,022	3	2,401	3	0	0	0	0	0	0	0	0	0	0	2,401	40,822	800	2.0%
W/WW FOREMAN	M002		50,929	2	1,283	2	0	0	0	0	0	0	0	0	0	0	1,283	51,570	642	1.3%
W/WW GIS MANAGER	G004		61,874	1	1,237	1	0	0	0	0	0	0	0	0	0	0	1,237	63,111	1,237	2.0%
W/WW LABORER	M003		25,163	8	4,026	8	0	0	0	0	0	0	0	0	0	0	4,026	25,666	503	2.0%
W/WW MAINTENANCE SUPERVISOR	M006		57,699	2	1,711	2	0	0	0	0	0	0	0	0	0	0	1,711	58,555	856	1.5%
W/WW MAINTENANCE TECHNICIAN	M007		44,819	8	7,171	8	0	0	0	0	0	0	0	0	0	0	7,171	45,715	896	2.0%
W/WW MAINTENANCE WORKER	M004		32,929	19	11,866	19	0	0	0	0	0	0	0	0	0	0	11,866	33,553	625	1.9%
WATER OPERATIONS MANAGER	O005		86,893	1	1,738	1	0	0	0	0	447	1	0	0	0	0	2,185	89,078	2,185	2.5%
WATER PROJECTS INSPECTOR	R005		46,401	5	4,640	5	0	0	0	0	1,436	1	0	0	0	0	6,076	47,616	1,215	2.6%
WATER QUALITY SPECIALIST	W002		49,400	1	988	1	0	0	0	0	0	0	0	0	0	0	988	50,388	988	2.0%
WATER QUALITY TECHNICIAN	W003		39,291	1	786	1	0	0	0	0	0	0	0	0	0	0	786	40,077	786	2.0%

Summary for Pay Plan: Unified

	# Job Classes	# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#
Pay Plan Totals	203	862	518,809	801	325,940	228	0	0	322,483	236	0	0	0	0

SECTION 8.0
Implementation Cost Detail
Public Safety and Unified Pay
Plans

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dept Code: 625

Unit Name: Unit Code:

Table with columns: Original, Proposed, Class (Title, Code), Grade (Min, Mkt, Max, #), Step, FTE, Duty, Experience (Hire Date, Days All'd, Exper.Date), Salary, Adjustments (Flat %, Mkt, Step, % Chg, OrgExp, Asgn), Compa Ratio, Employee Name, Position #.

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 625

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	2	1.440	03/22/1999	11/22/2008	54,868	1,097	0	417	2.76%	93.31%	2614
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	8	117	11/22/2008	2339	56,383	0	0	0	0	IRVIN, JEFFREY W.	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	8	1.440	04/01/1978	05/26/1990	67,476	706	0	0	1.05%	114.76%	2608
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	16	117	05/26/1990	9094	68,183	0	0	0	0	JONES, RICKY	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	8	1.440	09/14/1982	10/15/1988	67,476	706	0	0	1.05%	114.76%	2607
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	16	117	10/15/1988	9682	68,183	0	0	0	0	JONES, RANDY	
FIRE CAPTAIN - Training Officer		F010	53,268	61,130	70,116	139	1	1.440	12/11/2000	05/21/2013	55,121	1,102	0	160	2.29%	90.17%	2501
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	8	117	05/21/2013	698	56,383	0	0	0	0	KEITH, MICHAEL M.	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	5	1.440	08/11/1986	02/22/2003	60,849	1,217	0	1,426	4.34%	103.49%	2615
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	13	117	02/22/2003	4439	63,493	0	0	0	0	LEHEW, RALPH A.	
FIRE CAPTAIN - Shift Inspector		F009	53,268	61,130	70,116	139	2	1.440	06/29/2001	11/10/2007	57,059	1,141	0	926	3.62%	93.34%	2406
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	10	117	11/10/2007	2717	59,126	0	0	0	0	LOWE, BRIAN A.	
FIRE CAPTAIN - Shift Inspector		F009	53,268	61,130	70,116	139	3	1.440	05/09/1996	01/20/2007	59,052	1,181	0	314	2.53%	96.60%	2401
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	11	117	01/20/2007	3011	60,547	0	0	0	0	MCADOO, WILLIAM TH	
FIRE CAPTAIN - Shift Inspector		F009	53,268	61,130	70,116	139	8	1.440	02/17/1985	11/07/1998	70,116	0	0	0	0.00%	114.70%	2407
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	0	117	11/07/1998	6007	70,116	0	0	0	0	MCCLUSKEY, HENRY M	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	3	1.440	09/30/1994	08/10/2013	56,806	1,136	0	1,184	4.08%	96.61%	2617
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	10	117	08/10/2013	617	59,126	0	0	0	0	MCMAHAN, KURT E.	
FIRE CAPTAIN - Shift Inspector		F009	53,268	61,130	70,116	139	8	1.440	06/18/1990	12/04/1999	70,116	0	0	0	0.00%	114.70%	2408
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	0	117	12/04/1999	5615	70,116	0	0	0	0	PERTILLER, THEODOR	
FIRE CAPTAIN - Shift Inspector		F009	53,268	61,130	70,116	139	8	1.440	11/09/1985	09/12/1995	70,116	0	0	0	0.00%	114.70%	2402
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	0	117	09/12/1995	7159	70,116	0	0	0	0	RAE, RANDY K.	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	1	1.440	03/22/1999	11/19/2011	53,043	1,061	0	956	3.80%	90.21%	2618
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	7	117	11/19/2011	1247	55,060	0	0	0	0	SLOAN, DAVID T.	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	3	1.440	10/20/1997	11/26/2005	56,806	1,136	0	1,184	4.08%	96.61%	2616
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	10	117	11/26/2005	3431	59,126	0	0	0	0	SMITH, RAYMOND D.	
FIRE CAPTAIN - Training Officer		F010	53,268	61,130	70,116	139	5	1.440	05/22/1996	11/30/2002	63,236	1,265	0	518	2.82%	103.45%	2502
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	14	117	11/30/2002	4523	65,019	0	0	0	0	SMITH, TERRY J.	
FIRE CAPTAIN - Shift Inspector		F009	53,268	61,130	70,116	139	6	1.440	06/29/1994	11/19/2011	65,454	1,309	0	1,419	4.17%	107.07%	2403
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	16	117	11/19/2011	1247	68,183	0	0	0	0	SMITH, NORA S.	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	2	1.440	08/12/1991	02/11/2012	54,868	1,097	0	417	2.76%	93.31%	2609
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	8	117	02/11/2012	1163	56,383	0	0	0	0	THOMAS, TERENCE L.	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	8	1.440	08/06/1990	09/13/1999	67,476	706	0	0	1.05%	114.76%	2610
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	16	117	09/13/1999	5697	68,183	0	0	0	0	WADE, DAVID L.	
FIRE CAPTAIN - Shift Inspector		F009	53,268	61,130	70,116	139	7	1.440	08/06/1990	08/12/2000	67,757	426	0	0	0.63%	110.84%	2409
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	16	117	08/12/2000	5363	68,183	0	0	0	0	WALLS III, HENCIL CLA	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 625

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
FIRE CAPTAIN - Shift Inspector	F009		53,268	61,130	70,116	139	3	1.440	11/27/1995	12/23/2006	59,052	1,181	0	314	2.53%	96.60%	2410
FIRE CAPTAIN	F008		47,747	57,296	68,183	212	11	117	12/23/2006	3039	60,547	0	0	0	0	WILLIAMS, WADE SCO	
FIRE DRIVER	F012		44,591	51,162	58,715	107	4	1.440	12/05/1987	08/30/2008	51,162	1,023	0	118	2.23%	100.00%	2800
FIRE DRIVER	F012		41,246	49,495	58,899	209	11	117	08/30/2008	2423	52,303	0	0	0	0	ANDERSON, MICHAEL	
FIRE DRIVER	F012		44,591	51,162	58,715	107	2	1.440	02/28/2000	06/21/2008	47,764	955	0	1,157	4.42%	93.36%	2825
FIRE DRIVER	F012		41,246	49,495	58,899	209	9	117	06/21/2008	2493	49,877	0	0	0	0	AYERS, CHRISTOPHER	
FIRE DRIVER	F012		44,591	51,162	58,715	107	6	1.440	08/09/1990	09/27/1999	54,812	1,096	0	257	2.47%	107.14%	2801
FIRE DRIVER	F012		41,246	49,495	58,899	209	14	117	09/27/1999	5683	56,166	0	0	0	0	BARRETT, JAMES ALLE	
FIRE DRIVER	F012		44,591	51,162	58,715	107	6	1.440	06/02/1985	08/18/1990	54,812	1,096	0	257	2.47%	107.14%	2802
FIRE DRIVER	F012		41,246	49,495	58,899	209	14	117	08/18/1990	9010	56,166	0	0	0	0	BENFORD, SAMUEL	
FIRE DRIVER	F012		44,591	51,162	58,715	107	6	1.440	03/07/1984	10/03/1987	54,812	1,096	0	52	4.93%	107.14%	2803
FIRE DRIVER	F012		41,246	49,495	58,899	209	15	117	10/03/1987	10060	57,516	0	1,556	0	0	BLACK, JACK	
FIRE DRIVER	F012		44,591	51,162	58,715	107	4	1.440	10/20/1997	10/02/2004	51,162	1,023	0	118	2.23%	100.00%	2804
FIRE DRIVER	F012		41,246	49,495	58,899	209	11	117	10/02/2004	3851	52,303	0	0	0	0	BRANDON JR., ALVIN	
FIRE DRIVER	F012		44,591	51,162	58,715	107	4	1.440	06/16/1990	10/29/2006	51,162	1,023	0	118	2.23%	100.00%	2805
FIRE DRIVER	F012		41,246	49,495	58,899	209	11	117	10/29/2006	3094	52,303	0	0	0	0	BRATCHER, JEFFERY E	
FIRE DRIVER	F012		44,591	51,162	58,715	107	4	1.440	12/17/1991	03/05/2005	51,162	1,023	0	118	2.23%	100.00%	2806
FIRE DRIVER	F012		41,246	49,495	58,899	209	11	117	03/05/2005	3697	52,303	0	0	0	0	BREWER, ROBERT SH	
FIRE DRIVER	F012		44,591	51,162	58,715	107	1	1.440	06/30/2003	12/31/2011	46,135	923	0	505	3.09%	90.18%	2807
FIRE DRIVER	F012		41,246	49,495	58,899	209	7	117	12/31/2011	1205	47,563	0	0	0	0	BRICKER, DAVID A.	
FIRE DRIVER	F012		44,591	51,162	58,715	107	1	1.440	01/10/2005	12/14/2013	44,591	892	0	964	4.16%	87.16%	2845
FIRE DRIVER	F012		41,246	49,495	58,899	209	6	117	12/14/2013	491	46,446	0	0	0	0	BROWN, ADAM P.	
FIRE DRIVER	F012		44,591	51,162	58,715	107	2	1.440	02/26/2001	03/28/2009	47,764	955	0	1,157	4.42%	93.36%	2826
FIRE DRIVER	F012		41,246	49,495	58,899	209	9	117	03/28/2009	2213	49,877	0	0	0	0	BURGESS, BRIAN H.	
FIRE DRIVER	F012		44,591	51,162	58,715	107	6	1.440	11/05/1988	02/26/2000	54,812	1,096	0	257	2.47%	107.14%	2827
FIRE DRIVER	F012		41,246	49,495	58,899	209	14	117	02/26/2000	5531	56,166	0	0	0	0	COBB, KYLE P.	
FIRE DRIVER	F012		44,591	51,162	58,715	107	2	1.440	12/11/2000	08/30/2008	47,764	955	0	1,157	4.42%	93.36%	2808
FIRE DRIVER	F012		41,246	49,495	58,899	209	9	117	08/30/2008	2423	49,877	0	0	0	0	CRANFORD, DAVID V.	
FIRE DRIVER	F012		44,591	51,162	58,715	107	4	1.440	12/29/1997	10/02/2004	51,162	1,023	0	118	2.23%	100.00%	2828
FIRE DRIVER	F012		41,246	49,495	58,899	209	11	117	10/02/2004	3851	52,303	0	0	0	0	CREAGER, BRIAN K.	
FIRE DRIVER	F012		44,591	51,162	58,715	107	5	1.440	05/02/1997	05/03/2003	52,959	1,059	0	829	3.57%	103.51%	2829
FIRE DRIVER	F012		41,246	49,495	58,899	209	13	117	05/03/2003	4369	54,847	0	0	0	0	CRICK, RICHARD L.	
FIRE DRIVER	F012		44,591	51,162	58,715	107	1	1.440	06/01/2004	12/14/2013	44,591	892	0	964	4.16%	87.16%	2846
FIRE DRIVER	F012		41,246	49,495	58,899	209	6	117	12/14/2013	491	46,446	0	0	0	0	DAIGLE, STACY K.	
FIRE DRIVER	F012		44,591	51,162	58,715	107	2	1.440	12/11/2000	08/30/2008	47,764	955	0	1,157	4.42%	93.36%	2809
FIRE DRIVER	F012		41,246	49,495	58,899	209	9	117	08/30/2008	2423	49,877	0	0	0	0	DUNCAN, MICHAEL S.	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dept Code: 625

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
FIRE DRIVER		F012	44,591	51,162	58,715	107	5	1.440	06/18/1990	09/09/2000	52,959	1,059	0	829	3.57%	103.51%	2810
FIRE DRIVER		F012	41,246	49,495	58,899	209	13	117	09/09/2000	5335	54,847	0	0	0	0	ELROD, BENJAMIN K.	
FIRE DRIVER		F012	44,591	51,162	58,715	107	2	1.440	02/26/2001	01/20/2007	47,764	955	0	1,157	4.42%	93.36%	2830
FIRE DRIVER		F012	41,246	49,495	58,899	209	9	117	01/20/2007	3011	49,877	0	0	0	0	ESTES, JAMES CLAYTO	
FIRE DRIVER		F012	44,591	51,162	58,715	107	1	1.440	09/05/2006	12/14/2013	44,591	892	0	964	4.16%	87.16%	2811
FIRE DRIVER		F012	41,246	49,495	58,899	209	6	117	12/14/2013	491	46,446	0	0	0	0	FROST, DAVID M.	
FIRE DRIVER		F012	44,591	51,162	58,715	107	5	1.440	10/26/1997	05/03/2003	52,959	1,059	0	829	3.57%	103.51%	2812
FIRE DRIVER		F012	41,246	49,495	58,899	209	13	117	05/03/2003	4369	54,847	0	0	0	0	HAYES, JASON E.	
FIRE DRIVER		F012	44,591	51,162	58,715	107	6	1.440	09/20/1986	05/26/1990	54,812	1,096	0	257	2.47%	107.14%	2813
FIRE DRIVER		F012	41,246	49,495	58,899	209	14	117	05/26/1990	9094	56,166	0	0	0	0	HOLLADAY II, LIONEL G	
FIRE DRIVER		F012	44,591	51,162	58,715	107	5	1.440	04/09/1999	03/06/2004	52,959	1,059	0	829	3.57%	103.51%	2831
FIRE DRIVER		F012	41,246	49,495	58,899	209	13	117	03/06/2004	4061	54,847	0	0	0	0	HOWSE, DWAJUAN RH	
FIRE DRIVER		F012	44,591	51,162	58,715	107	2	1.440	08/14/2000	06/21/2008	47,764	955	0	1,157	4.42%	93.36%	2832
FIRE DRIVER		F012	41,246	49,495	58,899	209	9	117	06/21/2008	2493	49,877	0	0	0	0	INGLISH, DOUGLAS M.	
FIRE DRIVER		F012	44,591	51,162	58,715	107	2	1.440	12/11/2000	06/21/2008	47,764	955	0	1,157	4.42%	93.36%	2833
FIRE DRIVER		F012	41,246	49,495	58,899	209	9	117	06/21/2008	2493	49,877	0	0	0	0	LAMPITT, TIMOTHY A.	
FIRE DRIVER		F012	44,591	51,162	58,715	107	2	1.440	12/11/2000	03/28/2009	47,764	955	0	1,157	4.42%	93.36%	2814
FIRE DRIVER		F012	41,246	49,495	58,899	209	9	117	03/28/2009	2213	49,877	0	0	0	0	MARLIN, RALEIGH WILL	
FIRE DRIVER		F012	44,591	51,162	58,715	107	1	1.440	09/10/2004	03/24/2012	46,135	923	0	505	3.09%	90.18%	2836
FIRE DRIVER		F012	41,246	49,495	58,899	209	7	117	03/24/2012	1121	47,563	0	0	0	0	MARTIN, RYAN CHASE	
FIRE DRIVER		F012	44,591	51,162	58,715	107	6	1.440	06/18/1990	10/21/1995	54,812	1,096	0	257	2.47%	107.14%	2815
FIRE DRIVER		F012	41,246	49,495	58,899	209	14	117	10/21/1995	7120	56,166	0	0	0	0	MATTHEWS, GUY T.	
FIRE DRIVER		F012	44,591	51,162	58,715	107	5	1.440	09/21/1996	09/09/2000	52,959	1,059	0	829	3.57%	103.51%	2816
FIRE DRIVER		F012	41,246	49,495	58,899	209	13	117	09/09/2000	5335	54,847	0	0	0	0	MCBRIDE, CRAIG L.	
FIRE DRIVER		F012	44,591	51,162	58,715	107	5	1.440	11/27/1995	06/02/2001	52,959	1,059	0	829	3.57%	103.51%	2834
FIRE DRIVER		F012	41,246	49,495	58,899	209	13	117	06/02/2001	5069	54,847	0	0	0	0	MCCULLOUGH, JEREM	
FIRE DRIVER		F012	44,591	51,162	58,715	107	2	1.440	06/30/2003	06/30/2003	47,764	955	0	1,157	4.42%	93.36%	2835
FIRE DRIVER		F012	41,246	49,495	58,899	209	9	117	06/30/2003	4311	49,877	0	0	0	0	MCFARLAND, KENNET	
FIRE DRIVER		F012	44,591	51,162	58,715	107	2	1.440	08/14/2000	11/10/2007	47,764	955	0	1,157	4.42%	93.36%	2837
FIRE DRIVER		F012	41,246	49,495	58,899	209	9	117	11/10/2007	2717	49,877	0	0	0	0	MIKOLON, CHRISTOPH	
FIRE DRIVER		F012	44,591	51,162	58,715	107	5	1.440	11/14/1987	11/04/2000	52,959	1,059	0	829	3.57%	103.51%	2818
FIRE DRIVER		F012	41,246	49,495	58,899	209	13	117	11/04/2000	5279	54,847	0	0	0	0	MITCHELL, MIKE	
FIRE DRIVER		F012	44,591	51,162	58,715	107	6	1.440	04/06/1984	08/09/1986	54,812	1,096	0	758	7.46%	107.14%	2817
FIRE DRIVER		F012	41,246	49,495	58,899	209	16	117	08/09/1986	10480	58,899	0	2,233	0	0	MITCHELL, JAMES E.	
FIRE DRIVER		F012	44,591	51,162	58,715	107	6	1.440	06/18/1990	02/13/1999	54,812	1,096	0	257	2.47%	107.14%	2820
FIRE DRIVER		F012	41,246	49,495	58,899	209	14	117	02/13/1999	5909	56,166	0	0	0	0	NOBLES, RONALD RAY	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 625

Unit Name: Unit Code:

Table with columns: Original, Proposed, Class (Title, Code), Grade (Min, Mkt, Max, #), Step, FTE, Duty, Experience (Hire Date, Days All'd, Exper.Date), Salary, Adjustments (Flat %, Mkt, Step, % Chg, OrgExp, Asgn), Compa Ratio, Employee Name, Position #.

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dept Code: 625

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
FIREFIGHTER II		F016	39,761	45,630	52,369	081	3	1.440	02/26/2001	02/26/2001	44,086	882	0	272	2.62%	96.62%	2901
Firefighter		F025	37,411	44,893	53,423	207	9	117	02/26/2001	5165	45,240	0	0	0	0	BROWN, RENARD TRA	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	10/29/2012	10/29/2012	35,858	717	0	501	9.41%	98.16%	3000
Firefighter		F025	37,411	44,893	53,423	207	3	117	10/29/2012	902	39,231	836	1,319	0	0	BROWN, ADAM C.	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	4	1.440	10/18/2004	10/18/2004	39,761	795	0	122	8.50%	108.84%	3031
Firefighter		F025	37,411	44,893	53,423	207	7	117	10/18/2004	3835	43,141	0	2,462	0	0	BRYANT, JAMES L.	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	3	0.648	02/22/2006	02/22/2006	38,413	768	0	841	12.31%	105.15%	3001
Firefighter		F025	37,411	44,893	53,423	207	7	117	02/22/2006	3343	43,141	0	3,118	0	0	BRYANT, WILLIAM T.	
FIREFIGHTER II		F016	39,761	45,630	52,369	081	6	1.440	05/26/1998	05/26/1998	48,887	978	0	1,079	4.21%	107.14%	2907
Firefighter		F025	37,411	44,893	53,423	207	14	117	05/26/1998	6172	50,944	0	0	0	0	BURT, GREGORY GLEN	
FIREFIGHTER I		F015	34,651	36,532	38,413	029		1.000	03/02/2015	03/02/2015	34,651	693	0	0	7.97%	94.85%	40252
Firefighter		F025	37,411	44,893	53,423	207	1	260	03/02/2015	0	37,411	2,067	0	0	0	Cartwright, Marcus	
FIREFIGHTER II		F016	39,761	45,630	52,369	081	3	1.440	08/15/2000	08/15/2000	44,086	882	0	1,078	5.08%	96.62%	2927
Firefighter		F025	37,411	44,893	53,423	207	10	117	08/15/2000	5360	46,327	0	281	0	0	CAYLL, ANTHONY T.	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	04/11/2011	04/11/2011	37,122	742	0	615	8.22%	101.61%	3002
Firefighter		F025	37,411	44,893	53,423	207	4	117	04/11/2011	1469	40,174	0	1,695	0	0	CLEMENTI, JEFFREY M.	
FIREFIGHTER II		F016	39,761	45,630	52,369	081	3	1.440	02/26/2001	02/26/2001	44,086	882	0	272	2.62%	96.62%	2902
Firefighter		F025	37,411	44,893	53,423	207	9	117	02/26/2001	5165	45,240	0	0	0	0	CONSTANT, ALVERAZ	
FIREFIGHTER II		F016	39,761	45,630	52,369	081	2	1.440	11/27/2001	11/27/2001	42,597	852	0	677	6.20%	93.35%	2903
Firefighter		F025	37,411	44,893	53,423	207	9	117	11/27/2001	4891	45,240	0	1,114	0	0	CORDER, TIMOTHY LY	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	05/27/2008	05/27/2008	37,122	742	0	46	10.82%	101.61%	3033
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2518	41,139	0	3,229	0	0	COTHRAN, KERNIE BE	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	3	0.648	02/08/2006	02/08/2006	38,413	768	0	821	12.31%	105.15%	3003
Firefighter		F025	37,411	44,893	53,423	207	7	117	02/08/2006	3357	43,141	0	3,138	0	0	CRENSHAW, DAPHANI	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	10/22/2012	10/22/2012	35,858	717	0	491	9.41%	98.16%	3004
Firefighter		F025	37,411	44,893	53,423	207	3	117	10/22/2012	909	39,231	836	1,329	0	0	DANIEL, CLINTON RYA	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	06/28/2012	06/28/2012	35,858	717	0	321	9.41%	98.16%	3005
Firefighter		F025	37,411	44,893	53,423	207	3	117	06/28/2012	1025	39,231	836	1,499	0	0	DAVIS, CHAD D.	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	10/08/2007	10/08/2007	37,122	742	0	696	13.49%	101.61%	3034
Firefighter		F025	37,411	44,893	53,423	207	6	117	10/08/2007	2750	42,128	0	3,568	0	0	DEARDEN, ROBERT L.	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	10/07/2013	10/07/2013	34,651	693	0	82	10.56%	94.85%	3006
Firefighter		F025	37,411	44,893	53,423	207	2	117	10/07/2013	559	38,310	2,067	817	0	0	DEBOWSKY, ALLAN C.	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	06/28/2012	06/28/2012	35,858	717	0	321	9.41%	98.16%	3007
Firefighter		F025	37,411	44,893	53,423	207	3	117	06/28/2012	1025	39,231	836	1,499	0	0	DEFEO, KEVIN MICHAEL	
FIREFIGHTER II		F016	39,761	45,630	52,369	081	3	1.440	08/21/2000	08/21/2000	44,086	882	0	1,087	5.08%	96.62%	2905
Firefighter		F025	37,411	44,893	53,423	207	10	117	08/21/2000	5354	46,327	0	273	0	0	DIWARA, PAUL	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dept Code: 625

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	11/02/2006	11/02/2006	37,122	742	0	199	13.49%	101.61%	3008
Firefighter		F025	37,411	44,893	53,423	207	6	117	11/02/2006	3090	42,128	0	4,065	0	0		DUNCAN, NATHANIEL L
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	05/27/2008	05/27/2008	37,122	742	0	46	10.82%	101.61%	3032
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2518	41,139	0	3,229	0	0		DURKIN, WILLIAM STEP
FIREFIGHTER I		F015	34,651	36,532	38,413	029	4	1.440	09/10/2004	09/10/2004	39,761	795	0	66	8.50%	108.84%	3009
Firefighter		F025	37,411	44,893	53,423	207	7	117	09/10/2004	3873	43,141	0	2,518	0	0		ELLISON, STEPHEN LY
FIREFIGHTER I		F015	34,651	36,532	38,413	029	3	1.440	03/04/2006	03/04/2006	38,413	768	0	856	12.31%	105.15%	3035
Firefighter		F025	37,411	44,893	53,423	207	7	117	03/04/2006	3333	43,141	0	3,103	0	0		FARRAR, ALAN F.
FIREFIGHTER II		F016	39,761	45,630	52,369	081	1	1.440	06/30/2003	06/30/2003	41,165	823	0	463	7.32%	90.22%	2914
Firefighter		F025	37,411	44,893	53,423	207	8	117	06/30/2003	4311	44,178	0	1,726	0	0		FERRELL, DAVEY L.
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	01/03/2012	01/03/2012	35,858	717	0	62	9.41%	98.16%	3010
Firefighter		F025	37,411	44,893	53,423	207	3	117	01/03/2012	1202	39,231	836	1,758	0	0		FISHER, JOHN R.
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	05/27/2008	05/27/2008	37,122	742	0	46	10.82%	101.61%	3036
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2518	41,139	0	3,229	0	0		FLEENOR, ZACHERY A
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	12/11/2006	12/11/2006	37,122	742	0	256	13.49%	101.61%	3037
Firefighter		F025	37,411	44,893	53,423	207	6	117	12/11/2006	3051	42,128	0	4,008	0	0		FLYNT, JOHN R.
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	12/20/2010	12/20/2010	37,122	742	0	451	8.22%	101.61%	3011
Firefighter		F025	37,411	44,893	53,423	207	4	117	12/20/2010	1581	40,174	0	1,859	0	0		FOLLIS, JACOB AUSTIN
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	05/27/2008	05/27/2008	37,122	742	0	46	10.82%	101.61%	3012
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2518	41,139	0	3,229	0	0		GAITHER, JONATHAN D
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	12/10/2007	12/10/2007	37,122	742	0	788	13.49%	101.61%	3038
Firefighter		F025	37,411	44,893	53,423	207	6	117	12/10/2007	2687	42,128	0	3,476	0	0		GAMMON, BRITT T.
FIREFIGHTER II		F016	39,761	45,630	52,369	081		1.440	06/18/1990	06/18/1990	38,020	760	0	269	33.99%	83.32%	2923
Firefighter		F025	37,411	44,893	53,423	207	14	117	06/18/1990	9071	50,944	0	11,895	0	0		GANNON, FRANK T.
FIREFIGHTER I		F015	34,651	36,532	38,413	029	3	1.440	09/16/2003	09/16/2003	38,413	768	0	577	15.01%	105.15%	3039
Firefighter		F025	37,411	44,893	53,423	207	8	117	09/16/2003	4233	44,178	0	4,419	0	0		HARRELSON, COLLINS
FIREFIGHTER II		F016	39,761	45,630	52,369	081	6	1.440	12/29/1997	12/29/1997	48,887	978	0	1,079	4.21%	107.14%	2928
Firefighter		F025	37,411	44,893	53,423	207	14	117	12/29/1997	6320	50,944	0	0	0	0		HARRIS, JEFFREY M.
FIREFIGHTER II		F016	39,761	45,630	52,369	081	5	1.440	02/26/2001	02/26/2001	47,231	945	0	405	2.86%	103.51%	2906
Firefighter		F025	37,411	44,893	53,423	207	12	117	02/26/2001	5165	48,581	0	0	0	0		HOLMES, MELVIN
FIREFIGHTER I		F015	34,651	36,532	38,413	029	4	1.440	01/31/2005	01/31/2005	39,761	795	0	276	8.50%	108.84%	3040
Firefighter		F025	37,411	44,893	53,423	207	7	117	01/31/2005	3730	43,141	0	2,309	0	0		HONEYCUTT, BENJAMI
FIREFIGHTER II		F016	39,761	45,630	52,369	081	6	1.440	12/16/1991	12/16/1991	48,887	978	0	1,067	4.21%	107.14%	2908
Firefighter		F025	37,411	44,893	53,423	207	14	117	12/16/1991	8525	50,944	0	12	0	0		ISAAC, LEON
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	10/18/2006	10/18/2006	37,122	742	0	177	13.49%	101.61%	3013
Firefighter		F025	37,411	44,893	53,423	207	6	117	10/18/2006	3105	42,128	0	4,087	0	0		JACKSON, JOSHUA B.

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dept Code: 625

Unit Name: Unit Code:

Table with columns: Original, Proposed, Class (Title, Code), Grade (Min, Mkt, Max, #), Step, FTE, Duty, Experience (Hire Date, Days All'd, Exper.Date), Salary, Adjustments (Flat %, Mkt, Step, % Chg, OrgExp, Asgn), Compa Ratio, Employee Name, Position #.

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dept Code: 625

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	05/27/2008	05/27/2008	37,122	742	0	46	10.82%	101.61%	3023
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2518	41,139	0	3,229	0	0	0	ODOM, ROBERT E.
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	01/03/2012	01/03/2012	35,858	717	0	62	9.41%	98.16%	3022
Firefighter		F025	37,411	44,893	53,423	207	3	117	01/03/2012	1202	39,231	836	1,758	0	0	0	O'DONNELL, MICHAEL
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	05/27/2008	05/27/2008	37,122	742	0	46	10.82%	101.61%	3047
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2518	41,139	0	3,229	0	0	0	PARSONS, JOSHUA A.
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	05/27/2008	05/27/2008	37,122	742	0	46	10.82%	101.61%	3046
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2518	41,139	0	3,229	0	0	0	PARSONS, JONATHAN
FIREFIGHTER II		F016	39,761	45,630	52,369	081	1	1.440	03/22/2004	03/22/2004	41,165	823	0	852	7.32%	90.22%	2917
Firefighter		F025	37,411	44,893	53,423	207	8	117	03/22/2004	4045	44,178	0	1,337	0	0	0	PENNINGTON JR., JOS
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	12/20/2010	12/20/2010	37,122	742	0	451	8.22%	101.61%	3048
Firefighter		F025	37,411	44,893	53,423	207	4	117	12/20/2010	1581	40,174	0	1,859	0	0	0	PITT, JULIA LYNN
FIREFIGHTER I		F015	34,651	36,532	38,413	029	4	1.440	10/18/2004	10/18/2004	39,761	795	0	122	8.50%	108.84%	3049
Firefighter		F025	37,411	44,893	53,423	207	7	117	10/18/2004	3835	43,141	0	2,462	0	0	0	POWELL, CHARLES RO
FIREFIGHTER II		F016	39,761	45,630	52,369	081	6	1.440	01/01/1978	01/01/1978	48,887	978	0	0	9.28%	107.14%	2918
Firefighter		F025	37,411	44,893	53,423	207	16	117	01/01/1978	10950	53,423	0	3,558	0	0	0	REED, TOMMY W.
FIREFIGHTER II		F016	39,761	45,630	52,369	081	5	1.440	06/28/1999	06/28/1999	47,231	945	0	405	2.86%	103.51%	2920
Firefighter		F025	37,411	44,893	53,423	207	12	117	06/28/1999	5774	48,581	0	0	0	0	0	ROBINSON, ROBERT G.
FIREFIGHTER II		F016	39,761	45,630	52,369	081	1	1.440	06/30/2003	06/30/2003	41,165	823	0	463	7.32%	90.22%	2919
Firefighter		F025	37,411	44,893	53,423	207	8	117	06/30/2003	4311	44,178	0	1,726	0	0	0	ROBINSON JR., JIMMY
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	06/28/2012	06/28/2012	35,858	717	0	321	9.41%	98.16%	3024
Firefighter		F025	37,411	44,893	53,423	207	3	117	06/28/2012	1025	39,231	836	1,499	0	0	0	ROEGER, MATTHEW J
FIREFIGHTER II		F016	39,761	45,630	52,369	081	4	1.440	01/03/2000	01/03/2000	45,630	913	0	898	3.97%	100.00%	2921
Firefighter		F025	37,411	44,893	53,423	207	11	117	01/03/2000	5585	47,440	0	0	0	0	0	SIMMS JR., DAVID P.
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	12/10/2007	12/10/2007	37,122	742	0	788	13.49%	101.61%	3050
Firefighter		F025	37,411	44,893	53,423	207	6	117	12/10/2007	2687	42,128	0	3,476	0	0	0	SLAGER, JAMES WESL
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	10/08/2007	10/08/2007	37,122	742	0	696	13.49%	101.61%	3051
Firefighter		F025	37,411	44,893	53,423	207	6	117	10/08/2007	2750	42,128	0	3,568	0	0	0	SMITHSON, ANDY DON
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	09/04/2007	09/04/2007	37,122	742	0	646	13.49%	101.61%	3052
Firefighter		F025	37,411	44,893	53,423	207	6	117	09/04/2007	2784	42,128	0	3,618	0	0	0	SPIVEY, JEREMIAH WHI
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	10/14/2013	10/14/2013	34,651	693	0	92	10.56%	94.85%	3025
Firefighter		F025	37,411	44,893	53,423	207	2	117	10/14/2013	552	38,310	2,067	807	0	0	0	STEPHENS, BRENT MIC
FIREFIGHTER I		F015	34,651	36,532	38,413	029	4	1.440	01/31/2005	01/31/2005	39,761	795	0	276	8.50%	108.84%	3053
Firefighter		F025	37,411	44,893	53,423	207	7	117	01/31/2005	3730	43,141	0	2,309	0	0	0	SUTTON, LANCE
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	12/29/2006	12/29/2006	37,122	742	0	282	13.49%	101.61%	3054
Firefighter		F025	37,411	44,893	53,423	207	6	117	12/29/2006	3033	42,128	0	3,982	0	0	0	TAYSE, TROY L.

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Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 625

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
FIREFIGHTER II	F016		39,761	45,630	52,369	081	6	1.440	10/15/1988	10/15/1988	48,887	978	0	600	6.71%	107.14%	2922
Firefighter	F025		37,411	44,893	53,423	207	15	117	10/15/1988	9682	52,168	0	1,704	0	0		THOMAS, TROY A.
FIREFIGHTER I	F015		34,651	36,532	38,413	029	4	1.440	01/31/2005	01/31/2005	39,761	795	0	276	8.50%	108.84%	3055
Firefighter	F025		37,411	44,893	53,423	207	7	117	01/31/2005	3730	43,141	0	2,309	0	0		THORPE, BENJAMIN W
FIREFIGHTER I	F015		34,651	36,532	38,413	029	1	1.440	11/19/2012	11/19/2012	35,858	717	0	532	9.41%	98.16%	3026
Firefighter	F025		37,411	44,893	53,423	207	3	117	11/19/2012	881	39,231	836	1,288	0	0		TWOMEY, MATTHEW R
FIREFIGHTER I	F015		34,651	36,532	38,413	029	1	1.440	06/01/2015	06/01/2015	34,651	693	0	0	7.97%	94.85%	3059
Firefighter	F025		37,411	44,893	53,423	207	1	117	06/01/2015	0	37,411	2,067	0	0	0		VACANT, VACANT
FIREFIGHTER II	F016		39,761	45,630	52,369	081	6	1.440	08/06/1990	08/06/1990	48,887	978	0	340	4.21%	107.14%	2924
Firefighter	F025		37,411	44,893	53,423	207	14	117	08/06/1990	9022	50,944	0	739	0	0		VAUGHTER II, ROBERT
FIREFIGHTER I	F015		34,651	36,532	38,413	029	2	1.440	09/02/2008	09/02/2008	37,122	742	0	190	10.82%	101.61%	3056
Firefighter	F025		37,411	44,893	53,423	207	5	117	09/02/2008	2420	41,139	0	3,086	0	0		WARREN, JOSHUA D.
FIREFIGHTER I	F015		34,651	36,532	38,413	029	4	1.440	01/31/2005	01/31/2005	39,761	795	0	276	8.50%	108.84%	3057
Firefighter	F025		37,411	44,893	53,423	207	7	117	01/31/2005	3730	43,141	0	2,309	0	0		WELCOME, MATT B.
FIREFIGHTER I	F015		34,651	36,532	38,413	029	2	1.440	05/27/2008	05/27/2008	37,122	742	0	46	10.82%	101.61%	3027
Firefighter	F025		37,411	44,893	53,423	207	5	117	05/27/2008	2518	41,139	0	3,229	0	0		WHEELER, SEAN M.
FIREFIGHTER II	F016		39,761	45,630	52,369	081	1	1.440	06/30/2003	06/30/2003	41,165	823	0	463	7.32%	90.22%	2929
Firefighter	F025		37,411	44,893	53,423	207	8	117	06/30/2003	4311	44,178	0	1,726	0	0		WHITTENBURG, MITCH
FIREFIGHTER II	F016		39,761	45,630	52,369	081	1	1.440	06/30/2003	06/30/2003	41,165	823	0	463	7.32%	90.22%	2925
Firefighter	F025		37,411	44,893	53,423	207	8	117	06/30/2003	4311	44,178	0	1,726	0	0		WINNETT, KYLE L.
FIREFIGHTER II	F016		39,761	45,630	52,369	081	1	1.440	03/22/2004	03/22/2004	41,165	823	0	852	7.32%	90.22%	2926
Firefighter	F025		37,411	44,893	53,423	207	8	117	03/22/2004	4045	44,178	0	1,337	0	0		WOMACK, SHANDREA
FIREFIGHTER I	F015		34,651	36,532	38,413	029	2	1.440	09/18/2006	09/18/2006	37,122	742	0	133	13.49%	101.61%	3028
Firefighter	F025		37,411	44,893	53,423	207	6	117	09/18/2006	3135	42,128	0	4,131	0	0		YOUNG, MATTHEW DO

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Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 625

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll	\$8,168,977	# Positions	174
Flat 2% Adjustment	\$153,625	# Positions Adjusted (any type)	170 # Not Adj 4
Adjustment To Minimum	\$26,566	# Adjusted To Minimum	20
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$194,794	# Adjusted Toward Maximum	80
Adjustment To Step	\$90,395	# Adjusted To Step	163
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$465,381		
Proposed Payroll	\$8,634,357	% Change	5.70%

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Dep't Name: FIRE Dep't Code: 625

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for FIRE

Current Payroll	\$8,168,977	# Positions	174
Flat 2% Adjustment	\$153,625	# Positions Adjusted (any type)	170 # Not Adj 4
Adjustment To Minimum	\$26,566	# Adjusted To Minimum	20
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$194,794	# Adjusted Toward Maximum	80
Adjustment To Step	\$90,395	# Adjusted To Step	163
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$465,381		
Proposed Payroll	\$8,634,357	% Change	5.70%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Table with columns: Original, Proposed, Class (Title, Code), Grade (Min, Mkt, Max, #), Step, FTE, Duty, Experience (Hire Date, Days All'd), Salary, Adjustments (Flat %, Mkt, Step, % Chg, OrgExp, Asgn), Compa Ratio, Employee Name, Position #.

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	7	1.000	01/22/1990	05/17/2006	60,343	1,207	0	373	2.62%	110.87%	11208
POLICE SERGEANT		P052	45,473	54,568	64,936	211	14	260	05/17/2006	3259	61,923	0	0	0	0	DAVIS, JOEL F.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	2	1.000	11/09/1998	07/01/2011	50,807	1,016	0	615	3.21%	93.35%	11209
POLICE SERGEANT		P052	45,473	54,568	64,936	211	7	260	07/01/2011	1388	52,438	0	0	0	0	DUNN, KEVIN W.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	1	1.000	06/28/2002	07/25/2012	49,089	982	0	1,136	4.31%	90.19%	11210
POLICE SERGEANT		P052	45,473	54,568	64,936	211	6	260	07/25/2012	998	51,207	0	0	0	0	EVANS, KYLE RICHARD	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	3	1.000	07/19/1999	04/04/2007	52,584	1,052	0	62	2.12%	96.62%	11211
POLICE SERGEANT		P052	45,473	54,568	64,936	211	8	260	04/04/2007	2937	53,698	0	0	0	0	HAIGH, HARRY C.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	1	1.000	01/12/2004	01/20/2015	47,429	949	0	454	2.96%	87.14%	11219
POLICE SERGEANT		P052	45,473	54,568	64,936	211	4	260	01/20/2015	0	48,832	0	0	0	0	HANEY, CHRISTOPHER	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	1	1.000	04/17/2006	11/07/2013	47,429	949	0	454	2.96%	87.14%	11212
POLICE SERGEANT		P052	45,473	54,568	64,936	211	4	260	11/07/2013	528	48,832	0	0	0	0	HATHAWAY, RECO AN	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	2	1.000	11/09/1998	08/30/2012	50,807	1,016	0	615	3.21%	93.35%	11213
POLICE SERGEANT		P052	45,473	54,568	64,936	211	7	260	08/30/2012	962	52,438	0	0	0	0	HENDERSON, KATRINA	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	2	1.000	11/09/1998	01/13/2010	50,807	1,016	0	615	3.21%	93.35%	11214
POLICE SERGEANT		P052	45,473	54,568	64,936	211	7	260	01/13/2010	1922	52,438	0	0	0	0	HERSHMAN III, RICHA	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	7	1.000	02/05/1991	08/17/1999	60,343	1,207	0	373	2.62%	110.87%	11215
POLICE SERGEANT		P052	45,473	54,568	64,936	211	14	260	08/17/1999	5724	61,923	0	0	0	0	HIGGINS, TIMOTHY W.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	1	1.000	06/29/2001	10/03/2013	47,429	949	0	454	2.96%	87.14%	11216
POLICE SERGEANT		P052	45,473	54,568	64,936	211	4	260	10/03/2013	563	48,832	0	0	0	0	HOLLOWAY, ROBERT B	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	5	1.000	09/21/1987	04/23/2004	56,331	1,127	0	207	2.37%	103.50%	11217
POLICE SERGEANT		P052	45,473	54,568	64,936	211	11	260	04/23/2004	4013	57,664	0	0	0	0	JOHNSON, DAVID L.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	6	1.000	09/06/1994	12/29/2010	58,302	1,166	0	1,001	3.72%	107.12%	11218
POLICE SERGEANT		P052	45,473	54,568	64,936	211	13	260	12/29/2010	1572	60,469	0	0	0	0	JONES JR., HUBERT J.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	5	1.000	10/03/1994	08/30/2012	56,331	1,127	0	207	2.37%	103.50%	11220
POLICE SERGEANT		P052	45,473	54,568	64,936	211	11	260	08/30/2012	962	57,664	0	0	0	0	LAWSON, ROGER WAY	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	2	1.000	06/29/2001	01/13/2010	50,807	1,016	0	615	3.21%	93.35%	11221
POLICE SERGEANT		P052	45,473	54,568	64,936	211	7	260	01/13/2010	1922	52,438	0	0	0	0	LEMANSKI, JUSTIN J.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	3	1.000	02/26/1996	01/13/2010	52,584	1,052	0	62	2.12%	96.62%	11222
POLICE SERGEANT		P052	45,473	54,568	64,936	211	8	260	01/13/2010	1922	53,698	0	0	0	0	LUZADDER, MICHAEL D	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	1	1.000	10/03/2005	01/17/2014	47,429	949	0	454	2.96%	87.14%	11223
POLICE SERGEANT		P052	45,473	54,568	64,936	211	4	260	01/17/2014	457	48,832	0	0	0	0	MC GEE, JASON DANIEL	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	3	1.000	02/02/1998	06/26/2013	52,584	1,052	0	62	2.12%	96.62%	11224
POLICE SERGEANT		P052	45,473	54,568	64,936	211	8	260	06/26/2013	662	53,698	0	0	0	0	MONGOLD, PAUL W.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	3	1.000	05/26/1992	05/17/2006	52,584	1,052	0	62	2.12%	96.62%	11225
POLICE SERGEANT		P052	45,473	54,568	64,936	211	8	260	05/17/2006	3259	53,698	0	0	0	0	MURPHY, PATRICK SH	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	2	1.000	11/13/2000	01/13/2010	50,807	1,016	0	615	3.21%	93.35%	11226
POLICE SERGEANT		P052	45,473	54,568	64,936	211	7	260	01/13/2010	1922	52,438	0	0	0	0	NEWBERG, SCOTT J.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	3	1.000	07/19/1999	05/17/2006	52,584	1,052	0	62	2.12%	96.62%	11227
POLICE SERGEANT		P052	45,473	54,568	64,936	211	8	260	05/17/2006	3259	53,698	0	0	0	0	ROCHE, MELONIE D.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	2	1.000	05/10/1991	02/15/2008	50,807	1,016	0	615	3.21%	93.35%	11228
POLICE SERGEANT		P052	45,473	54,568	64,936	211	7	260	02/15/2008	2620	52,438	0	0	0	0	SANDERS, KEITH E.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	1	1.000	10/03/2005	07/31/2012	49,089	982	0	1,136	4.31%	90.19%	11229
POLICE SERGEANT		P052	45,473	54,568	64,936	211	6	260	07/31/2012	992	51,207	0	0	0	0	SMITH, SAMUEL	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	2	1.000	10/16/1997	08/12/2011	50,807	1,016	0	615	3.21%	93.35%	11230
POLICE SERGEANT		P052	45,473	54,568	64,936	211	7	260	08/12/2011	1346	52,438	0	0	0	0	SNIDER, DANIEL C.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	1	1.000	07/19/1999	03/30/2012	49,089	982	0	1,136	4.31%	90.19%	11231
POLICE SERGEANT		P052	45,473	54,568	64,936	211	6	260	03/30/2012	1115	51,207	0	0	0	0	TAYLOR, MICHAEL SHA	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	6	1.000	10/22/1990	04/05/2005	58,302	1,166	0	1,001	3.72%	107.12%	11232
POLICE SERGEANT		P052	45,473	54,568	64,936	211	13	260	04/05/2005	3666	60,469	0	0	0	0	TURNER, MICHAEL W.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	3	1.000	11/09/1998	10/27/2006	52,584	1,052	0	62	2.12%	96.62%	11233
POLICE SERGEANT		P052	45,473	54,568	64,936	211	8	260	10/27/2006	3096	53,698	0	0	0	0	WALKER, GREGORY LE	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	1	1.000	01/12/2004	01/12/2004	47,429	949	0	911	13.22%	87.14%	11234
POLICE SERGEANT		P052	45,473	54,568	64,936	211	8	260	01/12/2004	4115	53,698	0	4,410	0	0	WILLIAMS, JOHN C.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	1	1.000	06/28/2002	09/21/2011	49,089	982	0	1,136	4.31%	90.19%	11235
POLICE SERGEANT		P052	45,473	54,568	64,936	211	6	260	09/21/2011	1306	51,207	0	0	0	0	WOOD, MARK DELL	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	6	1.000	02/22/1993	05/17/2006	58,302	1,166	0	1,001	3.72%	107.12%	11236
POLICE SERGEANT		P052	45,473	54,568	64,936	211	13	260	05/17/2006	3259	60,469	0	0	0	0	WYATT, JAMES H.	
DETECTIVE		D006	39,754	45,619	52,347	080	6	1.000	11/09/1998	11/09/1998	48,867	977	0	1,100	4.25%	107.12%	11400
Police Officer		P075	37,411	44,893	53,423	207	14	260	11/09/1998	6005	50,944	0	0	0	0	ABBOTT, JAMES S.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	10/06/2008	10/06/2008	37,110	742	0	239	10.86%	101.60%	12000
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/06/2008	2386	41,139	0	3,047	0	0	ADAM, CAMERON RUS	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	3	1.000	10/03/2005	10/03/2005	38,409	768	0	634	12.32%	105.16%	12001
Police Officer		P075	37,411	44,893	53,423	207	7	260	10/03/2005	3485	43,141	0	3,330	0	0	ADAMSON, DANNY MAT	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	10/26/2009	10/26/2009	37,110	742	0	802	10.86%	101.60%	12002
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/26/2009	2001	41,139	0	2,484	0	0	ALDEN, HAYLEY M	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	6	1.000	11/09/1998	11/09/1998	48,867	977	0	1,100	4.25%	107.12%	11500
Police Officer		P075	37,411	44,893	53,423	207	14	260	11/09/1998	6005	50,944	0	0	0	0	ALEXANDER, ANGELA	
DETECTIVE		D006	39,754	45,619	52,347	080	6	1.000	11/09/1998	11/09/1998	48,867	977	0	1,100	4.25%	107.12%	11401
Police Officer		P075	37,411	44,893	53,423	207	14	260	11/09/1998	6005	50,944	0	0	0	0	ARRINGTON JR, DOUG	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	02/03/2014	02/03/2014	34,643	693	0	256	10.59%	94.84%	11504
Police Officer		P075	37,411	44,893	53,423	207	2	260	02/03/2014	440	38,310	2,075	643	0	0	BARTON, ERIC P.	

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Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Table with columns: Original, Proposed, Class (Title, Code), Grade (Min, Mkt, Max, #), Step, FTE, Duty, Experience (Hire Date, Days All'd), Salary, Adjustments (Flat %, Mkt, Step, % Chg), OrgExp, Asgn, Compa Ratio, Employee Name, Position #.

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	08/29/2011	08/29/2011	35,856	717	0	820	12.04%	98.16%	12010
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1329	40,174	838	1,943	0	0	CROW IV, EARL AUSTI	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	7	1.000	02/04/1985	02/04/1985	50,577	1,012	0	0	5.63%	110.87%	11507
Police Officer		P075	37,411	44,893	53,423	207	16	260	02/04/1985	10950	53,423	0	1,834	0	0	DAINGERFIELD, M J	
DETECTIVE		D006	39,754	45,619	52,347	080	1	1.000	01/12/2004	01/12/2004	41,146	823	0	749	7.37%	90.19%	11404
Police Officer		P075	37,411	44,893	53,423	207	8	260	01/12/2004	4115	44,178	0	1,460	0	0	DANIEL JR., RAYMOND	
DETECTIVE		D006	39,754	45,619	52,347	080	1	1.000	01/12/2004	01/12/2004	41,146	823	0	749	7.37%	90.19%	11405
Police Officer		P075	37,411	44,893	53,423	207	8	260	01/12/2004	4115	44,178	0	1,460	0	0	DAY, SAMUEL W.	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	9	1.000	11/18/1991	11/18/1991	52,347	1,047	0	29	2.05%	114.75%	11506
Police Officer		P075	37,411	44,893	53,423	207	16	260	11/18/1991	8553	53,423	0	0	0	0	DEAN, AMY L.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	06/25/2012	06/25/2012	35,856	717	0	317	9.41%	98.16%	12011
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/25/2012	1028	39,231	838	1,503	0	0	DOUGHTIE, PAT L.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	3	1.000	04/17/2006	04/17/2006	38,409	768	0	920	12.32%	105.16%	12012
Police Officer		P075	37,411	44,893	53,423	207	7	260	04/17/2006	3289	43,141	0	3,043	0	0	DRYE, WILLIAM CARTE	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	01/07/2013	01/07/2013	35,856	717	0	603	9.41%	98.16%	12013
Police Officer		P075	37,411	44,893	53,423	207	3	260	01/07/2013	832	39,231	838	1,217	0	0	ERNST, AUSTIN K.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	08/29/2011	08/29/2011	35,856	717	0	820	12.04%	98.16%	12014
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1329	40,174	838	1,943	0	0	FERRELL, ZACHARY BR	
DETECTIVE		D006	39,754	45,619	52,347	080	9	1.000	05/29/1990	05/29/1990	52,347	1,047	0	29	2.05%	114.75%	11406
Police Officer		P075	37,411	44,893	53,423	207	16	260	05/29/1990	9091	53,423	0	0	0	0	FLANAGAN, LAWRENC	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	10/26/2009	10/26/2009	37,110	742	0	802	10.86%	101.60%	12015
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/26/2009	2001	41,139	0	2,484	0	0	FOUNTAIN, JACOB D.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	02/03/2014	02/03/2014	34,643	693	0	256	10.59%	94.84%	12401
Police Officer		P075	37,411	44,893	53,423	207	2	260	02/03/2014	440	38,310	2,075	643	0	0	FRAZIER, BRITTANY NI	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	02/03/2014	02/03/2014	34,643	693	0	256	10.59%	94.84%	11501
Police Officer		P075	37,411	44,893	53,423	207	2	260	02/03/2014	440	38,310	2,075	643	0	0	FRAZIER, KYLE LEE	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	08/29/2011	08/29/2011	35,856	717	0	820	12.04%	98.16%	12016
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1329	40,174	838	1,943	0	0	FROST, NATHAN D.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	08/29/2011	08/29/2011	35,856	717	0	820	12.04%	98.16%	12017
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1329	40,174	838	1,943	0	0	GAINES, RANDALL NAT	
DETECTIVE		D006	39,754	45,619	52,347	080	3	1.000	10/03/2005	10/03/2005	38,409	768	0	634	12.32%	84.20%	11407
Police Officer		P075	37,411	44,893	53,423	207	7	260	10/03/2005	3485	43,141	0	3,330	0	0	GANN, CHRISTOPHER	
DETECTIVE		D006	39,754	45,619	52,347	080	1	1.000	01/12/2004	01/12/2004	41,146	823	0	749	7.37%	90.19%	11408
Police Officer		P075	37,411	44,893	53,423	207	8	260	01/12/2004	4115	44,178	0	1,460	0	0	GARRISON, SEAN P.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	07/21/2008	07/21/2008	37,110	742	0	127	10.86%	101.60%	12018
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2463	41,139	0	3,160	0	0	GIBBS, PALMER GORD	

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Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
DETECTIVE		D006	39,754	45,619	52,347	080	7	1.000	10/14/1996	10/14/1996	50,577	1,012	0	579	3.15%	110.87%	11409
Police Officer		P075	37,411	44,893	53,423	207	15	260	10/14/1996	6761	52,168	0	0	0	0	GORHAM, EDWARD W.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	01/07/2008	01/07/2008	37,110	742	0	829	13.52%	101.60%	12076
Police Officer		P075	37,411	44,893	53,423	207	6	260	01/07/2008	2659	42,128	0	3,447	0	0	GOSLEE, PAMELA R.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	03/07/2011	03/07/2011	37,110	742	0	564	8.26%	101.60%	12019
Police Officer		P075	37,411	44,893	53,423	207	4	260	03/07/2011	1504	40,174	0	1,758	0	0	GRAVES, ANDREW NE	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	10/06/2008	10/06/2008	37,110	742	0	239	10.86%	101.60%	12020
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/06/2008	2386	41,139	0	3,047	0	0	HALEY, RICKY DANIEL	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	06/03/2013	06/03/2013	35,856	717	0	818	9.41%	98.16%	12021
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/03/2013	685	39,231	838	1,002	0	0	HALL, WESTLEY MURE	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	09/19/2011	02/03/2014	34,643	693	0	256	10.59%	94.84%	12406
Police Officer		P075	37,411	44,893	53,423	207	2	260	02/03/2014	440	38,310	2,075	643	0	0	HARRIS, SKYLER CHRI	
DETECTIVE		D006	39,754	45,619	52,347	080	1	1.000	07/21/2008	07/21/2008	39,710	794	0	127	3.60%	87.05%	11410
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2463	41,139	0	508	0	0	HARRIS, TIMOTHY S.	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	6	1.000	12/02/1996	12/02/1996	48,867	977	0	1,100	4.25%	107.12%	11508
Police Officer		P075	37,411	44,893	53,423	207	14	260	12/02/1996	6712	50,944	0	0	0	0	HARRIS, CHRISTOPHE	
DETECTIVE		D006	39,754	45,619	52,347	080	5	1.000	03/06/2000	03/06/2000	47,214	944	0	422	2.89%	103.50%	11411
Police Officer		P075	37,411	44,893	53,423	207	12	260	03/06/2000	5522	48,581	0	0	0	0	HARRISON JR., DAVID	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	4	1.000	11/29/2004	11/29/2004	39,754	795	0	183	8.52%	108.84%	12022
Police Officer		P075	37,411	44,893	53,423	207	7	260	11/29/2004	3793	43,141	0	2,409	0	0	HARVEY, MATTHEW J.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	08/29/2011	08/29/2011	35,856	717	0	820	12.04%	98.16%	12023
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1329	40,174	838	1,943	0	0	HAWKINS, JESSICA KA	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	7	1.000	09/28/1987	09/28/1987	50,577	1,012	0	40	3.15%	110.87%	11509
Police Officer		P075	37,411	44,893	53,423	207	15	260	09/28/1987	10065	52,168	0	540	0	0	HAYNES, DERIC L	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	3	1.000	04/17/2006	04/17/2006	38,409	768	0	920	12.32%	105.16%	12078
Police Officer		P075	37,411	44,893	53,423	207	7	260	04/17/2006	3289	43,141	0	3,043	0	0	HENDERSON, TRAVIS L	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	6	1.000	11/09/1998	11/09/1998	48,867	977	0	1,100	4.25%	107.12%	11510
Police Officer		P075	37,411	44,893	53,423	207	14	260	11/09/1998	6005	50,944	0	0	0	0	HIGGINS, JASON TRAVI	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	10/26/2009	10/26/2009	37,110	742	0	802	10.86%	101.60%	12024
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/26/2009	2001	41,139	0	2,484	0	0	HILL, KLINT HARRISON	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	08/25/2014	08/25/2014	34,643	693	0	0	7.99%	94.84%	12061
Police Officer		P075	37,411	44,893	53,423	207	1	260	08/25/2014	0	37,411	2,075	0	0	0	HOBBS, CHRISTOPHER	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	3	1.000	04/17/2006	04/17/2006	38,409	768	0	920	12.32%	105.16%	12025
Police Officer		P075	37,411	44,893	53,423	207	7	260	04/17/2006	3289	43,141	0	3,043	0	0	HOLOBAUGH, RYAN L.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	10/06/2008	10/06/2008	37,110	742	0	239	10.86%	101.60%	12026
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/06/2008	2386	41,139	0	3,047	0	0	HOWSE, DANNY RASH	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Table with columns: Original, Proposed, Class, Grade, Step, FTE, Experience (Hire Date, Promotion, Salary), Adjustments (Flat %, Mkt, Step, % Chg), Compa Ratio, Position #, Employee Name. Rows list individual police officers with their respective grades, salaries, and names.

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	07/21/2008	07/21/2008	37,110	742	0	127	10.86%	101.60%	12082
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2463	41,139	0	3,160	0	0	MANOR, MATTHEW J.	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	5	1.000	07/19/1999	07/19/1999	47,214	944	0	422	2.89%	103.50%	11514
Police Officer		P075	37,411	44,893	53,423	207	12	260	07/19/1999	5753	48,581	0	0	0	0	MANSFIELD III, HERALD	
DETECTIVE		D006	39,754	45,619	52,347	080	2	1.000	09/20/2010	09/20/2010	37,110	742	0	318	8.26%	81.35%	11418
Police Officer		P075	37,411	44,893	53,423	207	4	260	09/20/2010	1672	40,174	0	2,003	0	0	MAPLES, LARRY CHRIS	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	03/10/2014	03/10/2014	35,856	717	0	307	6.85%	98.16%	12091
Police Officer		P075	37,411	44,893	53,423	207	2	260	03/10/2014	405	38,310	838	592	0	0	MARTIN, SEAN DANIEL	
DETECTIVE		D006	39,754	45,619	52,347	080	7	1.000	11/17/1997	11/17/1997	50,577	1,012	0	579	3.15%	110.87%	11419
Police Officer		P075	37,411	44,893	53,423	207	15	260	11/17/1997	6362	52,168	0	0	0	0	MASSEY, TOMMY L.	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	1	1.000	01/31/2000	01/12/2004	41,146	823	0	749	7.37%	90.19%	11512
Police Officer		P075	37,411	44,893	53,423	207	8	260	01/12/2004	4115	44,178	0	1,460	0	0	MCADAMS II, ROBERT	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	7	1.000	01/03/1994	01/03/1994	50,577	1,012	0	579	3.15%	110.87%	11513
Police Officer		P075	37,411	44,893	53,423	207	15	260	01/03/1994	7776	52,168	0	0	0	0	MCGEE, RONALD E.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	04/07/2008	04/07/2008	37,110	742	0	962	13.52%	101.60%	12081
Police Officer		P075	37,411	44,893	53,423	207	6	260	04/07/2008	2568	42,128	0	3,314	0	0	MCGOWAN JR., STEPH	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	6	1.000	11/09/1998	11/09/1998	48,867	977	0	1,100	4.25%	107.12%	11515
Police Officer		P075	37,411	44,893	53,423	207	14	260	11/09/1998	6005	50,944	0	0	0	0	MEDINA, LUIS ANGEL	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	4	1.000	06/29/2001	06/29/2001	45,619	912	0	909	3.99%	100.00%	11516
Police Officer		P075	37,411	44,893	53,423	207	11	260	06/29/2001	5042	47,440	0	0	0	0	MEEKS, STANLEY J.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	01/07/2008	01/07/2008	37,110	742	0	829	13.52%	101.60%	12083
Police Officer		P075	37,411	44,893	53,423	207	6	260	01/07/2008	2659	42,128	0	3,447	0	0	MEREDITH, JOSHUA H	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	08/29/2011	08/29/2011	35,856	717	0	820	12.04%	98.16%	12037
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1329	40,174	838	1,943	0	0	MILES III, ALBERT	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	3	1.000	10/03/2005	10/03/2005	38,409	768	0	634	12.32%	105.16%	12084
Police Officer		P075	37,411	44,893	53,423	207	7	260	10/03/2005	3485	43,141	0	3,330	0	0	MILLER JR., DAVID LYN	
DETECTIVE		D006	39,754	45,619	52,347	080	1	1.000	01/12/2004	01/12/2004	41,146	823	0	749	7.37%	90.19%	11420
Police Officer		P075	37,411	44,893	53,423	207	8	260	01/12/2004	4115	44,178	0	1,460	0	0	MITCHELL, BRYANT	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	3	1.000	04/17/2006	04/17/2006	38,409	768	0	920	12.32%	105.16%	12038
Police Officer		P075	37,411	44,893	53,423	207	7	260	04/17/2006	3289	43,141	0	3,043	0	0	MOGHADDAM, MARK L	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	06/03/2013	06/03/2013	35,856	717	0	818	9.41%	98.16%	12039
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/03/2013	685	39,231	838	1,002	0	0	MONTALVO II, HECTOR	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	7	1.000	07/22/1996	07/22/1996	50,577	1,012	0	579	3.15%	110.87%	11517
Police Officer		P075	37,411	44,893	53,423	207	15	260	07/22/1996	6845	52,168	0	0	0	0	NORTON, DAVID WAYN	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	3	1.000	04/10/2006	04/10/2006	38,409	768	0	910	12.32%	105.16%	12040
Police Officer		P075	37,411	44,893	53,423	207	7	260	04/10/2006	3296	43,141	0	3,053	0	0	NORVILLE, AMY SUZAN	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	7	1.000	03/31/1997	03/31/1997	50,577	1,012	0	579	3.15%	110.87%	11518
Police Officer		P075	37,411	44,893	53,423	207	15	260	03/31/1997	6593	52,168	0	0	0	0	NORVILLE, CHRISTOPH	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	06/03/2013	06/03/2013	35,856	717	0	818	9.41%	98.16%	12041
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/03/2013	685	39,231	838	1,002	0	0	OGG, STUART LEE	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	10/14/2013	10/14/2013	34,643	693	0	92	10.59%	94.84%	12089
Police Officer		P075	37,411	44,893	53,423	207	2	260	10/14/2013	552	38,310	2,075	807	0	0	OROURKE III, JAMES P.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	06/25/2012	06/25/2012	35,856	717	0	317	9.41%	98.16%	12042
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/25/2012	1028	39,231	838	1,503	0	0	OWENS, CHARLES MIC	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	01/07/2013	01/07/2013	35,856	717	0	603	9.41%	98.16%	12043
Police Officer		P075	37,411	44,893	53,423	207	3	260	01/07/2013	832	39,231	838	1,217	0	0	PAIDOUSIS, CAMERON	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	07/21/2008	07/21/2008	37,110	742	0	127	10.86%	101.60%	12044
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2463	41,139	0	3,160	0	0	PALMER JR., ROBERT	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	06/25/2012	06/25/2012	35,856	717	0	317	9.41%	98.16%	12045
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/25/2012	1028	39,231	838	1,503	0	0	PARKHURST, STEPHE	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	04/07/2008	04/07/2008	37,110	742	0	962	13.52%	101.60%	12046
Police Officer		P075	37,411	44,893	53,423	207	6	260	04/07/2008	2568	42,128	0	3,314	0	0	PAYNE, MICHAEL THO	
DETECTIVE		D006	39,754	45,619	52,347	080	1	1.000	09/20/2010	09/20/2010	3,910	78	0	318	927.38%	8.57%	11403
Police Officer		P075	37,411	44,893	53,423	207	4	260	09/20/2010	1672	40,174	33,422	2,445	0	0	PHILLIPS, CHRISTOPH	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	01/07/2008	01/07/2008	37,110	742	0	829	13.52%	101.60%	12048
Police Officer		P075	37,411	44,893	53,423	207	6	260	01/07/2008	2659	42,128	0	3,447	0	0	PHOTHIRATH, VYWATH	
DETECTIVE		D006	39,754	45,619	52,347	080	3	1.000	04/17/2006	04/17/2006	38,409	768	0	920	12.32%	84.20%	11429
Police Officer		P075	37,411	44,893	53,423	207	7	260	04/17/2006	3289	43,141	0	3,043	0	0	PITTS, CHRISTOPHER	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	5	1.000	07/19/1999	07/19/1999	47,214	944	0	422	2.89%	103.50%	11519
Police Officer		P075	37,411	44,893	53,423	207	12	260	07/19/1999	5753	48,581	0	0	0	0	PRESLEY, RICHARD S.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	07/21/2008	07/21/2008	37,110	742	0	127	10.86%	101.60%	12049
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2463	41,139	0	3,160	0	0	PRICE, AARON T.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	10/26/2009	10/26/2009	37,110	742	0	802	10.86%	101.60%	12050
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/26/2009	2001	41,139	0	2,484	0	0	PRIMAS, REGINAL D.	
DETECTIVE		D006	39,754	45,619	52,347	080	7	1.000	08/04/1997	08/04/1997	50,577	1,012	0	579	3.15%	110.87%	11421
Police Officer		P075	37,411	44,893	53,423	207	15	260	08/04/1997	6467	52,168	0	0	0	0	RADLEY, AVA T.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	06/25/2012	06/25/2012	35,856	717	0	317	9.41%	98.16%	12051
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/25/2012	1028	39,231	838	1,503	0	0	RADZINSKI, JAY M.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	05/07/2007	05/07/2007	37,110	742	0	471	13.52%	101.60%	12052
Police Officer		P075	37,411	44,893	53,423	207	6	260	05/07/2007	2904	42,128	0	3,805	0	0	REA JR., WILLIAM M.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	10/14/2013	10/14/2013	34,643	693	0	92	10.59%	94.84%	12409
Police Officer		P075	37,411	44,893	53,423	207	2	260	10/14/2013	552	38,310	2,075	807	0	0	RENFROE, ERIC DOUG	

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Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	04/07/2008	04/07/2008	37,110	742	0	962	13.52%	101.60%	12085
Police Officer		P075	37,411	44,893	53,423	207	6	260	04/07/2008	2568	42,128	0	3,314	0	0	RICKARD, MICHAEL S.	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	4	1.000	11/06/2000	11/06/2000	45,619	912	0	909	3.99%	100.00%	11521
Police Officer		P075	37,411	44,893	53,423	207	11	260	11/06/2000	5277	47,440	0	0	0	0	ROBBINS, THEODORE	
DETECTIVE		D006	39,754	45,619	52,347	080	6	1.000	11/09/1998	11/09/1998	48,867	977	0	1,100	4.25%	107.12%	11422
Police Officer		P075	37,411	44,893	53,423	207	14	260	11/09/1998	6005	50,944	0	0	0	0	ROBERTS, THOMAS J.	
DETECTIVE		D006	39,754	45,619	52,347	080	9	1.000	10/20/1986	10/20/1986	52,347	1,047	0	29	2.05%	114.75%	11423
Police Officer		P075	37,411	44,893	53,423	207	16	260	10/20/1986	10408	53,423	0	0	0	0	ROBINSON, MICHAEL D	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	01/07/2013	01/07/2013	35,856	717	0	603	9.41%	98.16%	12053
Police Officer		P075	37,411	44,893	53,423	207	3	260	01/07/2013	832	39,231	838	1,217	0	0	RODRIGUEZ, QUINN JA	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	10/06/2008	10/06/2008	37,110	742	0	239	10.86%	101.60%	12054
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/06/2008	2386	41,139	0	3,047	0	0	ROTTERO, PATRICK A.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	10/14/2013	10/14/2013	34,643	693	0	92	10.59%	94.84%	12410
Police Officer		P075	37,411	44,893	53,423	207	2	260	10/14/2013	552	38,310	2,075	807	0	0	SANDERS JR., DARRLY	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	01/07/2013	01/07/2013	35,856	717	0	603	9.41%	98.16%	12055
Police Officer		P075	37,411	44,893	53,423	207	3	260	01/07/2013	832	39,231	838	1,217	0	0	SANFORD, JEROMY	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	7	1.000	02/02/1998	02/02/1998	50,577	1,012	0	579	3.15%	110.87%	11522
Police Officer		P075	37,411	44,893	53,423	207	15	260	02/02/1998	6285	52,168	0	0	0	0	SCHUBERT, DONALD E.	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	4	1.000	11/13/2000	11/13/2000	45,619	912	0	909	3.99%	100.00%	11523
Police Officer		P075	37,411	44,893	53,423	207	11	260	11/13/2000	5270	47,440	0	0	0	0	SIDADOUANGLEUTH, R	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	03/07/2011	03/07/2011	37,110	742	0	564	8.26%	101.60%	12056
Police Officer		P075	37,411	44,893	53,423	207	4	260	03/07/2011	1504	40,174	0	1,758	0	0	SIMMONS, MATTHEW T	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	10/14/2013	10/14/2013	34,643	693	0	92	10.59%	94.84%	12090
Police Officer		P075	37,411	44,893	53,423	207	2	260	10/14/2013	552	38,310	2,075	807	0	0	SIMPSON, PHILLIP D.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	12/11/2006	12/11/2006	37,110	742	0	256	13.52%	101.60%	12086
Police Officer		P075	37,411	44,893	53,423	207	6	260	12/11/2006	3051	42,128	0	4,020	0	0	SIRISING, BOB	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	06/03/2013	06/03/2013	35,856	717	0	818	9.41%	98.16%	12057
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/03/2013	685	39,231	838	1,002	0	0	SLATER, ALLEN	
DETECTIVE		D006	39,754	45,619	52,347	080	2	1.000	03/07/2011	03/07/2011	37,110	742	0	564	8.26%	81.35%	11431
Police Officer		P075	37,411	44,893	53,423	207	4	260	03/07/2011	1504	40,174	0	1,758	0	0	SMITH, TYLER A.	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	7	1.000	11/25/1996	11/25/1996	50,577	1,012	0	579	3.15%	110.87%	11524
Police Officer		P075	37,411	44,893	53,423	207	15	260	11/25/1996	6719	52,168	0	0	0	0	SMITH, JAMES W.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	10/06/2008	10/06/2008	37,110	742	0	239	10.86%	101.60%	12059
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/06/2008	2386	41,139	0	3,047	0	0	SPELL, DAVID R.	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	7	1.000	03/02/1992	03/02/1992	50,577	1,012	0	579	3.15%	110.87%	11525
Police Officer		P075	37,411	44,893	53,423	207	15	260	03/02/1992	8448	52,168	0	0	0	0	SPENCE, TERRY BART	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	07/21/2008	07/21/2008	37,110	742	0	127	10.86%	101.60%	12060
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2463	41,139	0	3,160	0	0	STERN, MATTHEW WA	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	6	1.000	11/09/1998	11/09/1998	48,867	977	0	1,100	4.25%	107.12%	11520
Police Officer		P075	37,411	44,893	53,423	207	14	260	11/09/1998	6005	50,944	0	0	0	0	TEMPLETON, CHRYSTA	
DETECTIVE		D006	39,754	45,619	52,347	080	9	1.000	02/22/1993	02/22/1993	52,347	1,047	0	29	2.05%	114.75%	11424
Police Officer		P075	37,411	44,893	53,423	207	16	260	02/22/1993	8091	53,423	0	0	0	0	TEMPLETON, GARRY L	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	07/21/2008	07/21/2008	37,110	742	0	127	10.86%	101.60%	12087
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2463	41,139	0	3,160	0	0	THOMAS, JAMES C.	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	2	1.000	09/23/2002	09/23/2002	42,585	852	0	53	3.74%	93.35%	11526
Police Officer		P075	37,411	44,893	53,423	207	8	260	09/23/2002	4591	44,178	0	688	0	0	THOMAS, RAMONA LYN	
DETECTIVE		D006	39,754	45,619	52,347	080	9	1.000	11/25/1986	11/25/1986	52,347	1,047	0	29	2.05%	114.75%	11425
Police Officer		P075	37,411	44,893	53,423	207	16	260	11/25/1986	10372	53,423	0	0	0	0	THORPE, KERRY V.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	09/20/2010	09/20/2010	37,110	742	0	318	8.26%	101.60%	12062
Police Officer		P075	37,411	44,893	53,423	207	4	260	09/20/2010	1672	40,174	0	2,003	0	0	TODD, MARK MILLER	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	09/20/2010	09/20/2010	37,110	742	0	318	8.26%	101.60%	12063
Police Officer		P075	37,411	44,893	53,423	207	4	260	09/20/2010	1672	40,174	0	2,003	0	0	TREADWAY, JULIA FAIT	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	08/29/2011	08/29/2011	35,856	717	0	820	12.04%	98.16%	12064
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1329	40,174	838	1,943	0	0	TROUTMAN, THOMAS	
POLICE OFFICER I		P050	34,643	36,526	38,409	028		1.000	07/01/2015	07/01/2015	37,411	748	0	151	2.40%	102.42%	12415
Police Officer		P075	37,411	44,893	53,423	207	2	260	07/01/2015	0	38,310	0	0	0	0	Vacant, Vacant	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	07/01/2015	07/01/2015	34,643	693	0	0	7.99%	94.84%	12058
Police Officer		P075	37,411	44,893	53,423	207	1	260	07/01/2015	0	37,411	2,075	0	0	0	VACANT, VACANT	
POLICE OFFICER I		P050	34,643	36,526	38,409	028		1.000	07/01/2015	07/01/2015	37,411	748	0	151	2.40%	102.42%	12411
Police Officer		P075	37,411	44,893	53,423	207	2	260	07/01/2015	0	38,310	0	0	0	0	Vacant, Vacant	
DETECTIVE		D006	39,754	45,619	52,347	080	5	1.000	07/19/1999	07/19/1999	47,214	944	0	422	2.89%	103.50%	11426
Police Officer		P075	37,411	44,893	53,423	207	12	260	07/19/1999	5753	48,581	0	0	0	0	VONGPHAKDY, LATTHA	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	3	1.000	07/16/2001	07/16/2001	44,075	882	0	283	2.64%	96.62%	11527
Police Officer		P075	37,411	44,893	53,423	207	9	260	07/16/2001	5025	45,240	0	0	0	0	WATERS, CHRISTOPH	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	09/20/2010	09/20/2010	37,110	742	0	318	8.26%	101.60%	12065
Police Officer		P075	37,411	44,893	53,423	207	4	260	09/20/2010	1672	40,174	0	2,003	0	0	WATSON, JOHNATHAN	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	02/09/2010	06/03/2014	34,643	693	0	0	7.99%	94.84%	12414
Police Officer		P075	37,411	44,893	53,423	207	1	260	06/03/2014	0	37,411	2,075	0	0	0	WEATHERFORD, BENJ	
DETECTIVE		D006	39,754	45,619	52,347	080	9	1.000	08/04/1997	08/04/1997	52,347	1,047	0	29	2.05%	114.75%	11427
Police Officer		P075	37,411	44,893	53,423	207	16	260	08/04/1997	6467	53,423	0	0	0	0	WEST, JENNIFER D.K.	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	2	1.000	03/06/2000	03/06/2000	42,585	852	0	841	8.79%	93.35%	11528
Police Officer		P075	37,411	44,893	53,423	207	10	260	03/06/2000	5522	46,327	0	2,049	0	0	WHITEHEAD, ANTHON	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	10/26/2009	10/26/2009	37,110	742	0	802	10.86%	101.60%	12066
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/26/2009	2001	41,139	0	2,484	0	0	WILCOX, DARRIN N.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	3	1.000	10/03/2005	10/03/2005	38,409	768	0	634	12.32%	105.16%	12067
Police Officer		P075	37,411	44,893	53,423	207	7	260	10/03/2005	3485	43,141	0	3,330	0	0	WILKERSON, CHRISTO	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	03/07/2011	03/07/2011	37,110	742	0	564	8.26%	101.60%	12068
Police Officer		P075	37,411	44,893	53,423	207	4	260	03/07/2011	1504	40,174	0	1,758	0	0	WILKINSON, JAMES MA	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	03/07/2011	03/07/2011	37,110	742	0	564	8.26%	101.60%	12069
Police Officer		P075	37,411	44,893	53,423	207	4	260	03/07/2011	1504	40,174	0	1,758	0	0	WILLIAMS, CHRISTOPH	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	2	1.000	09/23/2002	09/23/2002	42,585	852	0	53	3.74%	93.35%	11529
Police Officer		P075	37,411	44,893	53,423	207	8	260	09/23/2002	4591	44,178	0	688	0	0	WOMACK, TRACEY RE	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	08/29/2011	08/29/2011	35,856	717	0	820	12.04%	98.16%	12070
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1329	40,174	838	1,943	0	0	WOODARD, CHRISTOP	
DETECTIVE		D006	39,754	45,619	52,347	080	7	1.000	07/22/1996	07/22/1996	50,577	1,012	0	579	3.15%	110.87%	11428
Police Officer		P075	37,411	44,893	53,423	207	15	260	07/22/1996	6845	52,168	0	0	0	0	YATES, MICHAEL D.	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	2	1.000	09/23/2002	09/23/2002	42,585	852	0	53	3.74%	93.35%	11530
Police Officer		P075	37,411	44,893	53,423	207	8	260	09/23/2002	4591	44,178	0	688	0	0	YOUNG, TREVOR KYLE	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	04/07/2008	04/07/2008	37,110	742	0	962	13.52%	101.60%	12088
Police Officer		P075	37,411	44,893	53,423	207	6	260	04/07/2008	2568	42,128	0	3,314	0	0	ZELTNER JR., JOE L.	
POLICE TRAINEE		P053	33,472	33,472	33,472	022	1	1.000	08/25/2014	08/25/2014	33,472	669	0	607	3.81%	100.00%	12419
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	08/25/2014	0	34,748	0	0	0	0	ALEXANDER IV, CHARL	
POLICE TRAINEE		P053	33,472	33,472	33,472	022	1	1.000	01/05/2015	01/05/2015	33,472	669	0	607	3.81%	100.00%	40250
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	01/05/2015	0	34,748	0	0	0	0	BROWN, EDWARD	
POLICE TRAINEE		P053	33,472	33,472	33,472	022	1	1.000	01/05/2015	01/05/2015	33,472	669	0	607	3.81%	100.00%	40249
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	01/05/2015	0	34,748	0	0	0	0	CLAYTON, DANIEL	
POLICE TRAINEE		P053	33,472	33,472	33,472	022	1	1.000	01/05/2015	01/05/2015	33,472	669	0	607	3.81%	100.00%	40246
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	01/05/2015	0	34,748	0	0	0	0	LONG, TURNER	
POLICE TRAINEE		P053	33,472	33,472	33,472	022	1	1.000	08/25/2014	08/25/2014	33,472	669	0	607	3.81%	100.00%	12417
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	08/25/2014	0	34,748	0	0	0	0	LUTER, STEPHEN	
POLICE TRAINEE		P053	33,472	33,472	33,472	022	1	1.000	01/05/2015	01/05/2015	33,472	669	0	607	3.81%	100.00%	12418
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	01/05/2015	0	34,748	0	0	0	0	NOLIN, CODY	
POLICE TRAINEE		P053	33,472	33,472	33,472	022	1	1.000	08/25/2014	08/25/2014	33,472	669	0	607	3.81%	100.00%	12416
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	08/25/2014	0	34,748	0	0	0	0	PATE, CHRISTOPHER	
POLICE TRAINEE		P053	33,472	33,472	33,472	022	1	1.000	08/25/2014	08/25/2014	33,472	669	0	607	3.81%	100.00%	12412
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	08/25/2014	0	34,748	0	0	0	0	POPE, JOHNATHAN	
POLICE TRAINEE		P053	33,472	33,472	33,472	022	1	1.000	01/05/2015	01/05/2015	33,472	669	0	607	3.81%	100.00%	12407
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	01/05/2015	0	34,748	0	0	0	0	SAPP, NICHOLAS	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
POLICE TRAINEE		P053	33,472	33,472	33,472	022	1	1.000	08/25/2014	08/25/2014	33,472	669	0	607	3.81%	100.00%	12405
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	08/25/2014	0	34,748	0	0	0	0		SCHALBURG, CORY
POLICE TRAINEE		P053	33,472	33,472	33,472	022	1	1.000	01/05/2015	01/05/2015	33,472	669	0	607	3.81%	100.00%	12404
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	01/05/2015	0	34,748	0	0	0	0		SHANABARGER, CODY
POLICE TRAINEE		P053	33,472	33,472	33,472	022	1	1.000	01/05/2015	01/05/2015	33,472	669	0	607	3.81%	100.00%	12400
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	01/05/2015	0	34,748	0	0	0	0		WATSON, DALTON
POLICE TRAINEE		P053	33,472	33,472	33,472	022	1	1.000	08/25/2014	08/25/2014	33,472	669	0	607	3.81%	100.00%	12403
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	08/25/2014	0	34,748	0	0	0	0		WHITLEY, RICHARD

Summary for

Current Payroll	\$9,442,142	# Positions	220
Flat 2% Adjustment	\$188,843	# Positions Adjusted (any type)	220 # Not Adj 0
Adjustment To Minimum	\$82,629	# Adjusted To Minimum	42
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$249,783	# Adjusted Toward Maximum	115
Adjustment To Step	\$123,648	# Adjusted To Step	219
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$644,904	 % Change	 6.83%
Proposed Payroll	\$10,087,045		

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for POLICE

Current Payroll	\$9,442,142	# Positions	220
Flat 2% Adjustment	\$188,843	# Positions Adjusted (any type)	220 # Not Adj 0
Adjustment To Minimum	\$82,629	# Adjusted To Minimum	42
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$249,783	# Adjusted Toward Maximum	115
Adjustment To Step	\$123,648	# Adjusted To Step	219
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$644,904		
Proposed Payroll	\$10,087,045	% Change	6.83%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for Pay Plan: Public Safety

Current Payroll	\$17,611,119	# Positions	394
Flat 2% Adjustment	\$342,468	# Positions Adjusted (any type)	390 # Not Adj 4
Adjustment To Minimum	\$109,195	# Adjusted To Minimum	62
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Max	\$444,578	# Adjusted Toward Max	195
Adjustment To Step	\$214,043	# Adjusted To Step	382
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$1,110,284		
Proposed Payroll	\$18,721,403	% Change	6.30%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: BUILDING Dep't Code: 612

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
DIRECTOR - BUILDING		D013	63,577	78,993	92,185	166		1.000	02/16/1988	09/22/2008	87,581	1,752	0	0	2.00%	110.87% 200	
DIRECTOR - BUILDING		D013	67,082	80,498	98,208	125	0	260	09/22/2008	2400	89,333	0	0	0	0	WHITAKER, GARY L.	
DEPUTY DIRECTOR		D003	54,040	67,145	78,358	149		1.000	07/05/2006	11/03/2008	71,927	1,439	0	0	2.00%	107.12% 300	
ASSISTANT DIRECTOR - BUILDING		D003	57,948	69,538	84,836	122	0	260	11/03/2008	2358	73,366	0	0	0	0	HOLTZ, ROBERT N.	
PLAN EXAMINER		P040	53,335	61,203	70,232	140	1	1.000	07/11/2011	07/01/2014	53,335	1,067	0	0	2.00%	87.14% 805	
PLAN EXAMINER		P040	50,058	60,069	73,284	119	0	260	07/01/2014	0	54,402	0	0	0	0	JONES, KEVIN WAYNE	
PLAN EXAMINER		P040	53,335	61,203	70,232	140	6	1.000	06/15/1992	08/22/2005	65,562	1,311	0	0	2.00%	107.12% 600	
PLAN EXAMINER		P040	50,058	60,069	73,284	119	0	260	08/22/2005	3527	66,873	0	0	0	0	ROWLAND, JAMES B.	
SIGN ADMINISTRATOR		S013	46,839	55,107	64,310	123		1.000	10/24/2005	07/23/2008	55,637	1,113	0	0	2.00%	100.96% 500	
SIGN ADMINISTRATOR		S013	45,404	54,485	66,471	117	0	260	07/23/2008	2461	56,750	0	0	0	0	KERR, AMELIA E.	
BUILDING/CODES INSPECTOR		B003	48,516	55,673	63,887	126	9	1.000	09/16/1991	09/16/1991	63,887	0	0	0	0.00%	114.75% 800	
BUILDING/CODES INSPECTOR		B003	39,222	47,066	57,420	114	0	260	09/16/1991	8616	63,887	0	0	0	0	AXUM III, WILLIAM G.	
BUILDING/CODES INSPECTOR		B003	48,516	55,673	63,887	126	9	1.000	10/01/1999	10/01/1999	63,887	0	0	0	0.00%	114.75% 801	
BUILDING/CODES INSPECTOR		B003	39,222	47,066	57,420	114	0	260	10/01/1999	5679	63,887	0	0	0	0	BROWN, DENNIS N.	
BUILDING/CODES INSPECTOR		B003	48,516	55,673	63,887	126	9	1.000	10/16/1995	10/16/1995	63,887	0	0	0	0.00%	114.75% 802	
BUILDING/CODES INSPECTOR		B003	39,222	47,066	57,420	114	0	260	10/16/1995	7125	63,887	0	0	0	0	BURNS, PHILLIP B.	
BUILDING/CODES INSPECTOR		B003	48,516	55,673	63,887	126	9	1.000	10/20/1997	10/20/1997	63,887	0	0	0	0.00%	114.75% 803	
BUILDING/CODES INSPECTOR		B003	39,222	47,066	57,420	114	0	260	10/20/1997	6390	63,887	0	0	0	0	FLOYD, WILLIAM GREG	
BUILDING/CODES INSPECTOR		B003	48,516	55,673	63,887	126	2	1.000	11/14/2005	11/14/2005	51,972	1,039	0	0	2.00%	93.35% 804	
BUILDING/CODES INSPECTOR		B003	39,222	47,066	57,420	114	0	260	11/14/2005	3443	53,011	0	0	0	0	HARDISON, BRIAN WA	
BUILDING/CODES INSPECTOR		B003	48,516	55,673	63,887	126	8	1.000	09/15/2000	09/15/2000	63,887	0	0	0	0.00%	114.75% 806	
BUILDING/CODES INSPECTOR		B003	39,222	47,066	57,420	114	0	260	09/15/2000	5329	63,887	0	0	0	0	KAPAVIK, MONTY	
ELECTRICAL INSPECTOR		E002	48,516	55,673	63,887	126	3	1.000	04/16/2012	04/16/2012	53,790	1,076	0	0	2.00%	96.62% 700	
ELECTRICAL INSPECTOR		E002	39,222	47,066	57,420	114	0	260	04/16/2012	1098	54,866	0	0	0	0	ALLEN, THOMAS M.	
ELECTRICAL INSPECTOR		E002	48,516	55,673	63,887	126	1	1.000	07/01/2013	07/01/2013	50,214	1,004	0	0	2.00%	90.19% 708	
ELECTRICAL INSPECTOR		E002	39,222	47,066	57,420	114	0	260	07/01/2013	657	51,219	0	0	0	0	OGLES, GREGORY SC	
ELECTRICAL INSPECTOR		E002	48,516	55,673	63,887	126	5	1.000	02/09/2009	02/09/2009	57,623	0	0	0	0.00%	103.50% 709	
ELECTRICAL INSPECTOR		E002	39,222	47,066	57,420	114	0	260	02/09/2009	2260	57,623	0	0	0	0	PEEK JR., JAMES PAUL	
PART-TIME ELECTRICAL INSPECTOR		P015	15,113	35,831	56,550	PT01		0.667	06/01/2015	06/01/2015	32,500	650	0	0	2.00%	136.05% 28500	
ELECTRICAL INSPECTOR		E002	39,222	47,066	57,420	114	0	260	06/01/2015	0	33,150	0	0	0	0	VACANT, VACANT	
BUILDING/CODES INSPECTOR (TRAINEE)	B004		41,661	41,661	41,661	067	1	1.000	07/01/2013	07/01/2013	43,119	862	0	0	2.00%	103.50% 900	
BUILDING/CODES INSPECTOR (TRAINEE)	B004		35,575	42,690	52,082	112	0	260	07/01/2013	657	43,982	0	0	0	0	UPTON JR., ERNEST LE	
Department Coordinator		D001	35,626	40,882	46,912	065	7	1.000	11/01/1985	01/01/2004	45,325	907	0	0	2.00%	110.87% 1000	
ADMINISTRATIVE AIDE I		D001	32,268	38,721	47,240	110	0	260	01/01/2004	4126	46,232	0	0	0	0	LILLY, SHEILA ARTHUR	
Department Coordinator		D001	35,626	40,882	46,912	065	9	1.000	07/01/1993	07/01/2000	46,912	328	0	0	0.70%	114.75% 1001	
ADMINISTRATIVE AIDE I		D001	32,268	38,721	47,240	110	0	260	07/01/2000	5405	47,240	0	0	0	0	STEM, BONNIE LOVE	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: BUILDING Dep't Code: 612

Unit Name: Unit Code:

Original	Class	Grade						Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
		Min	Mkt	Max	#	Duty	Hire Date			Promotion	Flat %		Mkt	Step	% Chg			
Proposed	Title	Code	Min	Mkt	Max	#			Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
Administrative Support Specialist	A007		33,383	38,307	43,958	051	1	1.000	09/02/2008	02/03/2014	33,383	668	0	0	2.00%	87.14%	1100	
Permits Technician	P077		32,268	38,721	47,240	110	0	260	02/03/2014	440	34,050	0	0	0	0	HARRIS, MARILYN M.		
Administrative Support Specialist	A007		33,383	38,307	43,958	051	2	1.000	12/18/2006	02/18/2008	35,760	715	0	0	2.00%	93.35%	1101	
Permits Technician	P077		32,268	38,721	47,240	110	0	260	02/18/2008	2617	36,475	0	0	0	0	MANGRUM, LISA MICHE		
Administrative Support Specialist	A007		33,383	38,307	43,958	051	5	1.000	05/19/2003	09/01/2003	39,648	793	0	0	2.00%	103.50%	1102	
Permits Technician	P077		32,268	38,721	47,240	110	0	260	09/01/2003	4248	40,441	0	0	0	0	MORRIS, KATHRYN MC		
Administrative Support Specialist	A007		33,383	38,307	43,958	051	3	1.000	09/02/2003	07/18/2005	37,012	740	0	0	2.00%	96.62%	1103	
Permits Technician	P077		32,268	38,721	47,240	110	0	260	07/18/2005	3562	37,752	0	0	0	0	QUALLS, SHARON K.		
Administrative Support Specialist	A007		33,383	38,307	43,958	051	5	1.000	10/01/1999	06/02/2003	39,648	793	0	0	2.00%	103.50%	1104	
Permits Technician	P077		32,268	38,721	47,240	110	0	260	06/02/2003	4339	40,441	0	0	0	0	WILLIAMS, KATHY VAN		
PART-TIME ADMINISTRATIVE SUPPORT	P002		15,113	35,831	56,550	PT01		0.533	08/18/2014	08/18/2014	17,794	356	0	0	2.00%	93.12%	40241	
ADMINISTRATIVE SUPPORT SPECIALIST	A004		24,079	28,894	35,251	104	0	260	08/18/2014	0	18,150	0	0	0	0	PETREE-BRADLEY, TR		

Summary for

Current Payroll	\$1,238,177	# Positions	24
Flat 2% Adjustment	\$16,612	# Positions Adjusted (any type)	18 # Not Adj 6
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$16,612		
Proposed Payroll	\$1,254,789	% Change	1.34%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: BUILDING Dep't Code: 612

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for BUILDING

Current Payroll	\$1,238,177	# Positions	24
Flat 2% Adjustment	\$16,612	# Positions Adjusted (any type)	18 # Not Adj 6
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$16,612		
Proposed Payroll	\$1,254,789	% Change	1.34%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: COMMUNICATIONS Dep't Code: 760

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
COMMUNICATIONS DIRECTOR	C010		56,606	70,332	82,078	154		1.000	08/24/1994	07/01/1999	79,781	1,596	0	0	2.00%	113.43% 1400	
DIRECTOR - COMMUNICATIONS	C010		60,845	73,015	89,078	123	0	260	07/01/1999	5771	81,376	0	0	0	0	BOZEMAN, JAMES A.	
PUBLIC INFORMATION OFFICER	P066		55,293	68,702	80,176	151		1.000	06/16/2014	06/16/2014	62,000	1,240	0	0	2.00%	90.24% 1500	
PUBLIC INFORMATION OFFICER	P066		55,189	66,226	80,796	121	0	260	06/16/2014	0	63,240	0	0	0	0	BROWNING, ROBERT	
COMMUNICATIONS SPECIALIST	C011		40,728	46,737	53,631	088	9	1.000	10/05/1998	10/05/1998	53,631	1,055	0	0	1.97%	114.75% 1600	
MEDIA PROGRAM PRODUCER	C011		37,354	44,825	54,686	113	0	260	10/05/1998	6040	54,686	0	0	0	0	BURRIS, STEVEN	
COMMUNICATIONS SPECIALIST	C011		40,728	46,737	53,631	088	9	1.000	09/13/1999	09/13/1999	53,631	1,055	0	0	1.97%	114.75% 1601	
MEDIA PROGRAM PRODUCER	C011		37,354	44,825	54,686	113	0	260	09/13/1999	5697	54,686	0	0	0	0	DELANEY, MARCUS Y.	
COMMUNICATIONS SPECIALIST	C011		40,728	46,737	53,631	088	3	1.000	08/27/2012	08/27/2012	45,156	903	0	0	2.00%	96.62% 1603	
MEDIA PROGRAM PRODUCER	C011		37,354	44,825	54,686	113	0	260	08/27/2012	965	46,059	0	0	0	0	NEVILLS, JAMES MICHA	
COMMUNICATIONS SPECIALIST	C011		40,728	46,737	53,631	088	5	1.000	04/09/2007	04/09/2007	48,372	967	0	0	2.00%	103.50% 1602	
MEDIA PROGRAM PRODUCER	C011		37,354	44,825	54,686	113	0	260	04/09/2007	2932	49,339	0	0	0	0	PADGETT, JOHN EDWA	
PART-TIME VIDEO JOURNALIST	P034		15,113	35,831	56,550	PT01		0.733	06/09/2014	06/09/2014	17,303	346	0	0	7.15%	65.85% 28400	
VIDEO JOURNALIST	P034		25,283	30,339	37,014	105	0	260	06/09/2014	0	18,541	891	0	0	0	HITCHCOCK, CALLIE	
PART-TIME VIDEO JOURNALIST	P034		15,113	35,831	56,550	PT01		0.733	06/01/2015	06/01/2015	17,303	346	0	0	7.15%	65.85% 28401	
VIDEO JOURNALIST	P034		25,283	30,339	37,014	105	0	260	06/01/2015	0	18,541	891	0	0	0	VACANT, VACANT	

Summary for

Current Payroll	\$377,177	# Positions	8
Flat 2% Adjustment	\$7,509	# Positions Adjusted (any type)	8 # Not Adj 0
Adjustment To Minimum	\$1,783	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$9,291		
Proposed Payroll	\$386,468	% Change	2.46%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: COMMUNICATIONS Dep't Code: 760

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for COMMUNICATIONS

Current Payroll	\$377,177	# Positions	8
Flat 2% Adjustment	\$7,509	# Positions Adjusted (any type)	8 # Not Adj 0
Adjustment To Minimum	\$1,783	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$9,291	 % Change	 2.46%
Proposed Payroll	\$386,468		

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: COMMUNITY DEVELOPMENT Dep't Code: 721

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	DIRECTOR - COMMUNITY DEVELOPMEN D014		67,886	84,348	98,435	174		1.000	09/18/2006	09/18/2006	74,903	1,498	0	0	2.00%	88.80%	1700
	DIRECTOR - COMMUNITY DEVELOPMEN D014		67,082	80,498	98,208	125	0	260	09/18/2006	3135	76,401	0	0	0	0	CALLOW, JOHN H.	
	GRANT COORDINATOR	G007	42,313	52,891	61,723	110		1.000	06/03/1996	07/01/2008	58,636	1,173	0	0	2.00%	110.86%	1800
	GRANT COORDINATOR	G007	43,242	51,890	63,306	116	0	260	07/01/2008	2483	59,809	0	0	0	0	POPE, PATRICIA W.	
	PART-TIME SECRETARY	P026	15,113	35,831	56,550	PT01		0.733	08/08/2014	08/08/2014	17,761	355	0	0	2.00%	67.59%	299000
	ADMINISTRATIVE SUPPORT SPECIALIST A004		24,079	28,894	35,251	104	0	260	08/08/2014	0	18,116	0	0	0	0	DEMOSI, TRACEY	

Summary for

Current Payroll	\$151,300	# Positions	3
Flat 2% Adjustment	\$3,026	# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$3,026		
Proposed Payroll	\$154,326	% Change	2.00%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: COMMUNITY DEVELOPMENT Dep't Code: 721

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for COMMUNITY DEVELOPMENT

Current Payroll	\$151,300	# Positions	3
Flat 2% Adjustment	\$3,026	# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$3,026		
Proposed Payroll	\$154,326	% Change	2.00%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: ENGINEERING Dep't Code: 628

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
CITY ENGINEER		C007	82,511	102,519	119,640	188		1.000	05/29/2002	09/16/2005	103,569	2,071	0	0	2.00%	101.02% 16200	
CITY ENGINEER		C007	89,896	107,876	131,608	131	0	260	09/16/2005	3502	105,640	0	0	0	0	GRIFFITH, CHRIS DAVI	
ENVIRONMENTAL ENGINEER		E005	52,206	64,867	75,700	145		1.000	11/01/1999	11/01/1999	75,700	1,514	0	0	2.00%	116.70% 16400	
ENVIRONMENTAL ENGINEER		E005	57,948	69,538	84,836	122	0	260	11/01/1999	5648	77,214	0	0	0	0	HUDDLESTON, SAMMY	
PROJECT ENGINEER		P065	52,206	64,867	75,700	145		1.000	02/05/2014	02/05/2014	57,881	1,158	0	0	2.00%	89.23% 16500	
PROJECT ENGINEER		P065	57,948	69,538	84,836	122	0	260	02/05/2014	438	59,039	0	0	0	0	KLINE, KATHERINE E.	
PROJECT COORDINATOR		P064	50,705	63,000	73,521	142		1.000	04/04/2005	07/01/2007	54,316	1,086	0	0	8.45%	86.22% 16600	
PROJECT COORDINATOR		P064	52,561	63,073	76,949	120	0	260	07/01/2007	2849	58,906	0	3,504	0	0	JACKSON, TIMOTHY JA	
SUPERINTENDENT		S024	40,831	46,855	53,766	090		1.000	05/23/1994	07/01/2013	67,275	1,346	0	0	2.00%	143.58% 17400	
STREETS SUPERINTENDENT		S024	52,561	63,073	76,949	120	0	260	07/01/2013	657	68,621	0	0	0	0	HILLIS JR., RAYMOND	
FACILITY SUPERINTENDENT - MAINT.		F004	41,337	51,362	59,940	102		1.000	01/01/2015	01/01/2015	41,337	827	0	0	15.33%	80.48% 40257	
SUPERINTENDENT - FACILITY		F004	47,674	57,209	69,795	118	0	260	01/01/2015	0	47,674	5,510	0	0	0	VACANT, VACANT	
ENGINEER IN TRAINING		E004	42,548	52,865	61,693	111		1.000	03/12/2007	03/12/2007	54,716	1,094	0	0	2.00%	103.50% 16700	
ENGINEER IN TRAINING		E004	45,404	54,485	66,471	117	0	260	03/12/2007	2960	55,810	0	0	0	0	CHASE, SIRIVANH CEY	
SR. PUBLIC WORKS INSPECTOR		S020	47,434	54,431	62,462	120	7	1.000	06/05/2000	06/05/2000	60,349	1,207	0	0	2.00%	110.87% 31200	
PUBLIC WORKS PROJECT INSPECTOR - S020		S020	43,242	51,890	63,306	116	0	260	06/05/2000	5431	61,556	0	0	0	0	BEAVERS, JOHN BRAD	
SR. PUBLIC WORKS INSPECTOR		S020	47,434	54,431	62,462	120	6	1.000	05/07/1984	05/07/1984	58,309	1,166	0	0	8.57%	107.12% 16800	
PUBLIC WORKS PROJECT INSPECTOR - S020		S020	43,242	51,890	63,306	116	0	260	05/07/1984	10950	63,306	0	3,831	0	0	JACO, JON J.	
SR. PUBLIC WORKS INSPECTOR		S020	47,434	54,431	62,462	120	6	1.000	09/01/1994	09/01/1994	58,309	1,166	0	0	2.00%	107.12% 16801	
PUBLIC WORKS PROJECT INSPECTOR - S020		S020	43,242	51,890	63,306	116	0	260	09/01/1994	7535	59,475	0	0	0	0	STACEY, MICHAEL W.	
ROW INSPECTOR/SAFETY COORDINAT		R007	44,469	51,029	58,558	105	9	1.000	07/01/1991	07/01/1991	58,558	1,171	0	0	2.00%	114.75% 17500	
ROW SAFETY INSPECTOR		R007	41,183	49,419	60,291	115	0	260	07/01/1991	8693	59,729	0	0	0	0	LOWE, DANNY MICHAEL	
PUBLIC WORKS INSPECTOR		P068	41,246	47,332	54,314	093	2	1.000	02/01/2007	02/01/2007	44,184	884	0	0	2.00%	93.35% 17000	
PUBLIC WORKS PROJECTS INSPECTOR		P068	37,354	44,825	54,686	113	0	260	02/01/2007	2999	45,068	0	0	0	0	DENNIS, RONALD E.	
PUBLIC WORKS INSPECTOR		P068	41,246	47,332	54,314	093	7	1.000	06/22/1998	06/22/1998	52,477	1,050	0	0	2.00%	110.87% 17001	
PUBLIC WORKS PROJECTS INSPECTOR		P068	37,354	44,825	54,686	113	0	260	06/22/1998	6145	53,527	0	0	0	0	ELLIOTT, JOHN SCOTT	
PUBLIC WORKS INSPECTOR		P068	41,246	47,332	54,314	093	2	1.000	09/08/2008	09/08/2008	44,184	884	0	0	2.00%	93.35% 17002	
PUBLIC WORKS PROJECTS INSPECTOR		P068	37,354	44,825	54,686	113	0	260	09/08/2008	2414	45,068	0	0	0	0	HOPKINS, DARRYL C.	
PUBLIC WORKS INSPECTOR		P068	41,246	47,332	54,314	093	2	1.000	11/04/2013	11/04/2013	42,690	854	0	0	2.00%	90.19% 17003	
PUBLIC WORKS PROJECTS INSPECTOR		P068	37,354	44,825	54,686	113	0	260	11/04/2013	531	43,544	0	0	0	0	LAWWELL, BENJAMIN	
Department Coordinator		D001	35,626	40,882	46,912	065	6	1.000	09/22/1997	02/24/2014	42,312	846	0	0	2.00%	103.50% 17100	
ADMINISTRATIVE AIDE I		D001	32,268	38,721	47,240	110	0	260	02/24/2014	419	43,158	0	0	0	0	BROWN, TRACY DIANA	
PUBLIC WORKS CREW CHIEF		P067	35,246	40,446	46,413	062	8	1.067	09/15/1995	02/26/2007	46,413	827	0	0	1.78%	114.75% 17701	
PUBLIC WORKS CREW LEADER		P067	32,268	38,721	47,240	110	0	260	02/26/2007	2974	47,240	0	0	0	0	DEMENT, ANDREW J.	
PUBLIC WORKS CREW CHIEF		P067	35,246	40,446	46,413	062	6	1.067	01/19/1999	09/10/2014	41,862	837	0	0	2.00%	103.50% 17700	
PUBLIC WORKS CREW LEADER		P067	32,268	38,721	47,240	110	0	260	09/10/2014	0	42,699	0	0	0	0	WALDEN, JAMES MADD	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: ENGINEERING Dep't Code: 628

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
Administrative Support Specialist	A007		33,383	38,307	43,958	051	6	1.000	09/15/1997	09/15/1997	41,035	821	0	0	2.00%	107.12%	17200
ADMINISTRATIVE SUPPORT SPECIALIST	A007		30,731	36,877	44,990	109	0	260	09/15/1997	6425	41,856	0	0	0	0		MCCULLOCH, CAROL
LIGHT EQUIPMENT OPERATOR	L013		28,693	32,926	37,784	019	2	1.067	08/10/2007	09/18/2009	30,736	615	0	0	2.00%	93.35%	18100
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	09/18/2009	2039	31,351	0	0	0	0		ADAMS, CHRIS
LIGHT EQUIPMENT OPERATOR	L013		28,693	32,926	37,784	019	9	1.067	08/12/1985	07/01/1996	37,784	756	0	0	2.00%	114.76%	18101
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	07/01/1996	6866	38,540	0	0	0	0		CHRISTIAN, RANDALL
EQUIPMENT OPERATOR	E007		30,649	35,173	40,373	036	7	1.067	09/04/1990	10/12/2005	38,994	780	0	0	2.00%	110.86%	17900
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	10/12/2005	3476	39,774	0	0	0	0		DAVIS, MILES CURTIS
LIGHT EQUIPMENT OPERATOR	L013		28,693	32,926	37,784	019	1	1.067	06/08/2012	11/10/2014	28,693	574	0	0	2.00%	87.14%	18107
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	11/10/2014	0	29,267	0	0	0	0		EHLEBEN, JOSEPH S.
EQUIPMENT OPERATOR	E007		30,649	35,173	40,373	036	9	1.067	04/20/1987	07/01/1996	40,359	448	0	0	1.11%	114.75%	17901
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	07/01/1996	6866	40,808	0	0	0	0		HILL, BARNEY A.
LIGHT EQUIPMENT OPERATOR	L013		28,693	32,926	37,784	019	1	1.067	11/19/2007	05/16/2012	29,697	594	0	0	2.00%	90.19%	18102
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	05/16/2012	1068	30,291	0	0	0	0		JASPER, ROBERT FRA
LIGHT EQUIPMENT OPERATOR	L013		28,693	32,926	37,784	019	2	1.067	09/07/2004	07/16/2007	30,736	615	0	0	2.00%	93.35%	18103
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	07/16/2007	2834	31,351	0	0	0	0		JONES, CAMERON L.
EQUIPMENT OPERATOR	E007		30,649	35,173	40,373	036	7	1.067	07/20/1998	03/23/2006	38,994	780	0	0	2.00%	110.86%	17902
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	03/23/2006	3314	39,774	0	0	0	0		MURPHY, LUKE
LIGHT EQUIPMENT OPERATOR	L013		28,693	32,926	37,784	019	7	1.067	04/28/2003	07/17/2007	36,507	730	0	0	2.00%	110.88%	18104
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	07/17/2007	2833	37,237	0	0	0	0		MYERS, TAMARA JEAN
LIGHT EQUIPMENT OPERATOR	L013		28,693	32,926	37,784	019	9	1.067	07/21/1999	10/04/1999	37,784	756	0	0	2.00%	114.76%	18105
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	10/04/1999	5676	38,540	0	0	0	0		ORTEGA JR., DAVID
LIGHT EQUIPMENT OPERATOR	L013		28,693	32,926	37,784	019	2	1.067	08/10/2007	05/19/2008	30,736	615	0	0	2.00%	93.35%	18106
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	05/19/2008	2526	31,351	0	0	0	0		PRESTON, JUSTIN K.
EQUIPMENT OPERATOR	E007		30,649	35,173	40,373	036	8	1.067	09/26/1994	10/20/2014	38,994	780	0	0	2.00%	110.86%	17904
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	10/20/2014	0	39,774	0	0	0	0		ROBINSON, MICHAEL
LIGHT EQUIPMENT OPERATOR	L013		28,693	32,926	37,784	019	8	1.067	08/21/2000	07/21/2003	37,784	756	0	0	2.00%	114.76%	18108
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	07/21/2003	4290	38,540	0	0	0	0		SCHUSTER JR, FREDE
EQUIPMENT OPERATOR	E007		30,649	35,173	40,373	036	9	1.067	06/07/1982	07/01/1998	40,359	448	0	0	1.11%	114.75%	17903
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	07/01/1998	6136	40,808	0	0	0	0		SMITH, BARRY
REFUSE/CUSTODIAL CREW SUPER.	R003		27,182	31,192	35,795	012	8	1.067	04/07/2003	08/04/2008	35,795	716	0	0	2.00%	114.76%	18201
REFUSE/CUSTODIAL CREW SUPER.	R003		25,283	30,339	37,014	105	0	260	08/04/2008	2449	36,511	0	0	0	0		JOHNSON, RONNIE
REFUSE/CUSTODIAL CREW SUPER.	R003		27,182	31,192	35,795	012	1	1.067	06/03/2014	09/08/2014	27,182	544	0	0	2.00%	87.15%	18200
REFUSE/CUSTODIAL CREW SUPER.	R003		25,283	30,339	37,014	105	0	260	09/08/2014	0	27,726	0	0	0	0		JOHNSON, DARREN
LABORER	L003		24,828	28,490	32,693	005	1	1.000	10/06/2014	10/06/2014	24,828	497	0	0	2.00%	87.15%	18300
LABORER	L003		22,932	27,518	33,572	103	0	260	10/06/2014	0	25,324	0	0	0	0		DAVIS, BRIAN

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: ENGINEERING Dep't Code: 628

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
PART-TIME LABORER		P019	15,113	35,831	56,550	PT01	0.767	05/27/2014	05/27/2014	10,400	208	0	0	69.05%	37.86%	29300	
LABORER		L003	22,932	27,518	33,572	103	0	260	05/27/2014	0	17,581	6,973	0	0	0	HEAD, NATHANIEL	
LABORER		L003	24,828	28,490	32,693	005	9	1.067	08/05/1987	08/05/1987	32,693	654	0	0	2.00%	114.76%	18302
LABORER		L003	22,932	27,518	33,572	103	0	260	08/05/1987	10119	33,347	0	0	0	0	HUTCHINS, KIMMY L.	
LABORER		L003	24,828	28,490	32,693	005	1	1.000	08/11/2014	10/28/2014	24,828	497	0	0	2.00%	87.15%	40255
LABORER		L003	22,932	27,518	33,572	103	0	260	10/28/2014	0	25,325	0	0	0	0	JONES, MASON	
LABORER		L003	24,828	28,490	32,693	005	1	1.000	08/11/2014	10/23/2014	24,828	497	0	0	2.00%	87.15%	40256
LABORER		L003	22,932	27,518	33,572	103	0	260	10/23/2014	0	25,325	0	0	0	0	PAUL, TIMOTHY	
LABORER		L003	24,828	28,490	32,693	005	2	1.067	04/25/2007	04/25/2007	26,596	532	0	0	2.00%	93.35%	18303
LABORER		L003	22,932	27,518	33,572	103	0	260	04/25/2007	2916	27,128	0	0	0	0	REGAN, KRISTIAN M.	
PART-TIME LABORER		P019	15,113	35,831	56,550	PT01	0.640	12/03/2014	12/03/2014	12,480	250	0	0	17.60%	54.42%	40230	
LABORER		L003	22,932	27,518	33,572	103	0	260	12/03/2014	0	14,676	1,947	0	0	0	SANDERS, ANDREW	

Summary for

Current Payroll	\$1,763,265	# Positions	42
Flat 2% Adjustment	\$34,446	# Positions Adjusted (any type)	42 # Not Adj 0
Adjustment To Minimum	\$14,430	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$7,334	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$56,211		
Proposed Payroll	\$1,819,477	% Change	3.19%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: ENGINEERING Dep't Code: 628

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
LABORER		L003	24,828	28,490	32,693	005	1	1.000	12/30/2014	12/30/2014	24,828	497	0	0	2.00%	87.15%	40313
LABORER		L003	22,932	27,518	33,572	103	0	260	12/30/2014	0	25,324	0	0	0	0	HILL, JAMES	
PART-TIME LABORER		P019	15,113	35,831	56,550	PT01		0.640	12/18/2014	12/18/2014	12,480	250	0	0	17.60%	54.42%	40307
LABORER		L003	22,932	27,518	33,572	103	0	260	12/18/2014	0	14,676	1,947	0	0	0	LARMONZ, LYNN	
PART-TIME LABORER		P019	15,113	35,831	56,550	PT01		0.640	12/15/2014	12/15/2014	12,480	250	0	0	17.60%	54.42%	40306
LABORER		L003	22,932	27,518	33,572	103	0	260	12/15/2014	0	14,676	1,947	0	0	0	STANLEY, LUCUS	

Summary for

Current Payroll		\$49,788	# Positions	3
Flat 2% Adjustment	\$996		# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$3,894		# Adjusted To Minimum	2
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$4,890			
Proposed Payroll		\$54,677	% Change	9.82%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: ENGINEERING Dep't Code: 628

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#			Duty	Exper.Date		Days All'd	Flat %	Mkt	Step		

Summary for ENGINEERING

Current Payroll	\$1,813,053	# Positions	45
Flat 2% Adjustment	\$35,442	# Positions Adjusted (any type)	45 # Not Adj 0
Adjustment To Minimum	\$18,324	# Adjusted To Minimum	5
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$7,334	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$61,101		
Proposed Payroll	\$1,874,154	% Change	3.37%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: FIRE Dep't Code: 625

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
FIRE CHIEF		F011	80,304	99,777	116,440	187		1.000	08/12/1980	12/02/2008	106,884	2,138	0	0	2.00%	107.12%	1900
FIRE CHIEF		F011	81,539	97,846	119,373	129	0	260	12/02/2008	2329	109,021	0	0	0	0		GAINES JR, CUMBEY
DEPUTY FIRE CHIEF		D004	68,740	85,409	99,672	176		1.000	12/05/1987	12/02/2008	86,642	1,733	0	0	2.00%	101.44%	2000
DEPUTY FIRE CHIEF		D004	70,436	84,523	103,119	126	0	260	12/02/2008	2329	88,375	0	0	0	0		TOOMBS, ROGER D.
ASSISTANT FIRE CHIEF		A023	64,597	80,262	93,666	168		1.000	11/26/1988	08/29/2011	74,964	1,499	0	0	2.00%	93.40%	2100
ASSISTANT FIRE CHIEF		A023	63,888	76,665	93,532	124	0	260	08/29/2011	1329	76,464	0	0	0	0		JERNIGAN, F KAYE
ASSISTANT CHIEF / MEDICAL SERVICES		A014	64,597	80,262	93,666	168		1.000	05/05/2014	05/05/2014	72,429	1,449	0	0	2.00%	90.24%	29000
ASSISTANT FIRE CHIEF		A023	63,888	76,665	93,532	124	0	260	05/05/2014	0	73,878	0	0	0	0		LAWSON, KIMBERLY H
ASSISTANT FIRE CHIEF		A023	64,597	80,262	93,666	168		1.000	06/18/1990	02/01/2001	81,316	1,626	0	0	2.00%	101.31%	2101
ASSISTANT FIRE CHIEF		A023	63,888	76,665	93,532	124	0	260	02/01/2001	5190	82,942	0	0	0	0		SWADER, ROBERT A.
SHIFT COMMANDER		S010	58,519	72,710	84,853	157		1.440	10/15/1988	01/01/2009	69,077	1,382	0	0	2.00%	95.00%	2200
SHIFT COMMANDER		S010	60,845	73,015	89,078	123	0	117	01/01/2009	2299	70,458	0	0	0	0		ALEXANDER, DARYL L.
SHIFT COMMANDER		S010	58,519	72,710	84,853	157		1.440	09/01/1977	08/27/2007	72,222	1,444	0	0	2.00%	99.33%	2201
SHIFT COMMANDER		S010	60,845	73,015	89,078	123	0	117	08/27/2007	2792	73,666	0	0	0	0		MAYNARD, DALE L.
SHIFT COMMANDER		S010	58,519	72,710	84,853	157		1.440	06/18/1990	08/09/2004	72,587	1,452	0	0	2.00%	99.83%	2202
SHIFT COMMANDER		S010	60,845	73,015	89,078	123	0	117	08/09/2004	3905	74,039	0	0	0	0		SWANN, TIMOTHY WAY
Administrative Assistant		A005	37,486	43,016	49,362	070	9	1.000	03/11/1991	07/01/2013	49,362	239	0	0	0.49%	114.75%	3100
ADMINISTRATIVE AIDE II		A005	33,881	40,657	49,602	111	0	260	07/01/2013	657	49,602	0	0	0	0		ALSUP, LAURIE ANN
Department Coordinator		D001	35,626	40,882	46,912	065	6	1.000	10/31/1988	10/31/1988	43,793	876	0	0	9.06%	107.12%	3200
ADMINISTRATIVE AIDE II		A005	33,881	40,657	49,602	111	0	260	10/31/1988	9666	47,758	0	3,090	0	0		WHITAKER, DIANA C.
Administrative Support Specialist		A007	33,383	38,307	43,958	051	2	1.000	03/19/2007	03/19/2007	35,760	715	0	0	2.00%	93.35%	3300
ADMINISTRATIVE SUPPORT SPECIALIST		A007	30,731	36,877	44,990	109	0	260	03/19/2007	2953	36,475	0	0	0	0		MCDONALD, ASHLEY C.
PART-TIME CLERK		P011	15,113	35,831	56,550	PT01		0.667	09/11/2006	09/11/2006	10,530	211	0	0	72.74%	44.08%	29100
ADMINISTRATIVE SUPPORT SPECIALIST		A004	24,079	28,894	35,251	104	0	260	09/11/2006	3142	18,190	5,312	2,137	0	0		SPRADLING, NELDA FA
PART-TIME SUPPLY & MAINTENANCE		P032	15,113	35,831	56,550	PT01		0.667	04/20/1999	04/20/1999	11,830	237	0	0	61.23%	49.52%	29200
LABORER		L003	22,932	27,518	33,572	103	0	260	04/20/1999	5843	19,073	3,221	3,785	0	0		FUGATE JR., ROY J.

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: FIRE Dep't Code: 625

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$787,395	# Positions	13
Flat 2% Adjustment	\$15,000		# Positions Adjusted (any type)	13 # Not Adj 0
Adjustment To Minimum	\$8,533		# Adjusted To Minimum	2
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$9,012		# Adjusted Toward Maximum	3
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$32,545			
Proposed Payroll		\$819,941	% Change	4.13%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: FIRE Dep't Code: 625

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for FIRE

Current Payroll		\$787,395	# Positions	13	
Flat 2% Adjustment	\$15,000		# Positions Adjusted (any type)	13	# Not Adj 0
Adjustment To Minimum	\$8,533		# Adjusted To Minimum	2	
Adjustment To Market	\$0		# Adjusted To Market	0	
Adjustment Toward Maximum	\$9,012		# Adjusted Toward Maximum	3	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$32,545				
Proposed Payroll		\$819,941	% Change	4.13%	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: FLEET SERVICES Dep't Code: 719

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
FLEET SERVICES DIRECTOR	F018		59,248	73,617	85,911	158		1.067	06/02/2003	08/05/2008	78,860	1,577	0	0	2.00%	107.12% 3700	
DIRECTOR - FLEET SERVICES	F018		60,845	73,015	89,078	123	0	260	08/05/2008	2448	80,438	0	0	0	0	HYATT, ROBERT JACK	
LEAD MECHANIC	L009		44,221	50,744	58,231	104	5	1.067	09/23/2002	09/27/2010	52,521	1,050	0	0	2.00%	103.50% 3901	
LEAD MECHANIC	L009		41,183	49,419	60,291	115	0	260	09/27/2010	1665	53,571	0	0	0	0	HASLAM, DAVID L.	
LEAD MECHANIC	L009		44,221	50,744	58,231	104	4	1.067	10/22/2007	12/27/2011	50,744	1,015	0	0	2.00%	100.00% 3902	
LEAD MECHANIC	L009		41,183	49,419	60,291	115	0	260	12/27/2011	1209	51,759	0	0	0	0	MCCLAIN, MARK A.	
LEAD MECHANIC	L009		44,221	50,744	58,231	104	1	1.067	02/23/2015	02/23/2015	40,201	804	0	0	2.44%	79.22% 3900	
LEAD MECHANIC	L009		41,183	49,419	60,291	115	0	260	02/23/2015	0	41,183	178	0	0	0	SEATON, COLIN	
HEAVY EQUIPMENT MECHANIC	H004		40,201	46,132	52,937	086	5	1.067	08/11/2003	08/11/2003	47,746	955	0	0	2.00%	103.50% 4000	
HEAVY EQUIPMENT MECHANIC	H004		35,575	42,690	52,082	112	0	260	08/11/2003	4269	48,701	0	0	0	0	BAUER, DANIEL DAVID	
HEAVY EQUIPMENT MECHANIC	H004		40,201	46,132	52,937	086	2	1.067	11/03/2008	11/03/2008	43,064	861	0	0	2.00%	93.35% 4001	
HEAVY EQUIPMENT MECHANIC	H004		35,575	42,690	52,082	112	0	260	11/03/2008	2358	43,926	0	0	0	0	LINGO, KYLE BENJAMI	
HEAVY EQUIPMENT MECHANIC	H004		40,201	46,132	52,937	086	7	1.067	01/14/2002	01/14/2002	51,147	935	0	0	1.83%	110.87% 4002	
HEAVY EQUIPMENT MECHANIC	H004		35,575	42,690	52,082	112	0	260	01/14/2002	4843	52,082	0	0	0	0	MARCOULIER, MICHAEL	
HEAVY EQUIPMENT MECHANIC	H004		40,201	46,132	52,937	086	7	1.067	05/08/2002	05/08/2002	51,147	935	0	0	1.83%	110.87% 4003	
HEAVY EQUIPMENT MECHANIC	H004		35,575	42,690	52,082	112	0	260	05/08/2002	4729	52,082	0	0	0	0	MILLER JR., HENRY TH	
HEAVY EQUIPMENT MECHANIC	H004		40,201	46,132	52,937	086	2	1.067	07/02/2007	07/02/2007	43,064	861	0	0	2.00%	93.35% 4004	
HEAVY EQUIPMENT MECHANIC	H004		35,575	42,690	52,082	112	0	260	07/02/2007	2848	43,926	0	0	0	0	PRIDGEN, JUSTIN BRA	
HEAVY EQUIPMENT MECHANIC	H004		40,201	46,132	52,937	086	2	1.067	08/25/2008	08/25/2008	43,064	861	0	0	2.00%	93.35% 4005	
HEAVY EQUIPMENT MECHANIC	H004		35,575	42,690	52,082	112	0	260	08/25/2008	2428	43,926	0	0	0	0	VASSAR, JEREMY J.	
HEAVY EQUIPMENT MECHANIC	H004		40,201	46,132	52,937	086	7	1.067	06/24/1996	06/24/1996	51,147	935	0	0	1.83%	110.87% 4006	
HEAVY EQUIPMENT MECHANIC	H004		35,575	42,690	52,082	112	0	260	06/24/1996	6873	52,082	0	0	0	0	WOODY, DOUGLAS AR	
Administrative Support Specialist	A007		33,383	38,307	43,958	051	2	1.067	09/13/2010	09/13/2010	35,760	715	0	0	2.00%	93.35% 4300	
ADMINISTRATIVE SUPPORT SPECIALIST	A007		30,731	36,877	44,990	109	0	260	09/13/2010	1679	36,475	0	0	0	0	FANN, KIMBERLY ANN	
PREVENTATIVE MAINTENANCE MECHA	P057		30,900	35,457	40,688	038	1	1.067	07/01/2015	07/01/2015	31,981	640	0	0	2.00%	90.20% 4200	
PREVENTATIVE MAINTENANCE MECHA	P057		27,874	33,449	40,808	107	0	260	07/01/2015	0	32,621	0	0	0	0	VACANT, VACANT	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: FLEET SERVICES Dep't Code: 719

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$620,446	# Positions	13	
Flat 2% Adjustment	\$12,146		# Positions Adjusted (any type)	13	# Not Adj 0
Adjustment To Minimum	\$178		# Adjusted To Minimum	1	
Adjustment To Market	\$0		# Adjusted To Market	0	
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$12,324				
Proposed Payroll		\$632,770	% Change	1.99%	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: FLEET SERVICES Dep't Code: 719

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for FLEET SERVICES

Current Payroll		\$620,446	# Positions	13
Flat 2% Adjustment	\$12,146		# Positions Adjusted (any type)	13 # Not Adj 0
Adjustment To Minimum	\$178		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$12,324			
Proposed Payroll		\$632,770	% Change	1.99%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: GENERAL & ADMINISTRATION Dep't Code: 610

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
CITY MANAGER		C009	116,960	145,322	169,591	195		1.000	01/06/1997	08/04/2009	160,654	3,213	0	0	2.00%	110.55% 4500	
CITY MANAGER		C009	132,818	159,382	194,445	139	0	260	08/04/2009	2084	163,867	0	0	0	0	LYONS, ROBERT J.	
ASSISTANT CITY MANAGER		A016	87,478	108,690	126,842	190		1.000	10/05/2009	10/05/2009	112,404	2,248	0	0	5.54%	103.42% 4700	
ASSISTANT CITY MANAGER		A016	109,270	131,124	159,971	135	0	260	10/05/2009	2022	118,632	0	3,980	0	0	CRUMLEY, JAMES H.	
FINANCE DIRECTOR		F006	90,156	112,019	130,727	193		1.000	01/19/1993	01/31/2008	115,940	2,319	0	0	2.00%	103.50% 4800	
DIRECTOR - FINANCE		F006	94,391	113,269	138,189	132	0	260	01/31/2008	2635	118,259	0	0	0	0	WRIGHT, MELISSA B.	
ASSISTANT TO THE CITY MANAGER		A030	73,593	91,990	107,353	181		1.000	07/01/2015	07/01/2015	76,170	1,523	0	0	7.05%	82.80% 4900	
ASSISTANT TO THE CITY MANAGER		A030	81,539	97,846	119,373	129	0	260	07/01/2015	0	81,539	3,846	0	0	0	VACANT, VACANT	
PURCHASING DIRECTOR		P069	75,324	93,950	109,220	182		1.000	12/01/2014	12/01/2014	77,000	1,540	0	0	2.00%	81.96% 31400	
DIRECTOR - PURCHASING		P069	73,958	88,750	108,275	127	0	260	12/01/2014	0	78,540	0	0	0	0	PEMSEL, ALTHEA	
ASSISTANT FINANCE DIRECTOR		A017	65,863	81,834	95,500	169		1.000	12/01/2008	12/01/2008	80,682	1,614	0	0	2.00%	98.59% 5000	
ASSISTANT DIRECTOR - FINANCE		A017	70,436	84,523	103,119	126	0	260	12/01/2008	2330	82,295	0	0	0	0	TUCKER, ERIN ELIZABE	
ACCOUNTANT/FIXED ASSET MANAGER		A002	46,415	57,671	67,302	130		1.000	05/20/2002	05/20/2002	67,302	1,346	0	0	2.00%	116.70% 5200	
REPORTING & COMPLIANCE MANAGER		R009	47,674	57,209	69,795	118	0	260	05/20/2002	4717	68,648	0	0	0	0	MASSEY, VICKI JOYCE	
ACCOUNTANT		A001	42,940	49,275	56,544	098	9	1.000	10/21/1985	10/21/1985	56,544	1,131	0	0	6.08%	114.75% 5300	
ACCOUNTANT		A001	41,183	49,419	60,291	115	0	260	10/21/1985	10772	59,981	0	2,305	0	0	CARTER, MELANIE KAY	
ACCOUNTANT		A001	42,940	49,275	56,544	098	1	1.000	11/03/2014	11/03/2014	42,940	859	0	0	2.00%	87.14% 5303	
ACCOUNTANT		A001	41,183	49,419	60,291	115	0	260	11/03/2014	0	43,799	0	0	0	0	CHARLTON, ANGELA	
ACCOUNTANT		A001	42,940	49,275	56,544	098	1	1.000	11/03/2014	11/03/2014	42,940	859	0	0	2.00%	87.14% 5302	
ACCOUNTANT		A001	41,183	49,419	60,291	115	0	260	11/03/2014	0	43,799	0	0	0	0	LOVVORN, HEATHER	
ACCOUNTANT		A001	42,940	49,275	56,544	098	9	1.000	04/02/1990	09/01/1990	56,544	1,131	0	0	2.00%	114.75% 5301	
Tax/Licensing Supervisor		T015	41,183	49,419	60,291	115	0	260	09/01/1990	8996	57,675	0	0	0	0	DORSEY, REGINA LEE	
Administrative Assistant		A005	37,486	43,016	49,362	070	9	1.000	11/01/1982	07/01/1991	49,362	240	0	0	0.49%	114.75% 5400	
ADMINISTRATIVE AIDE II		A005	33,881	40,657	49,602	111	0	260	07/01/1991	8693	49,602	0	0	0	0	MESHOTTO, GEORGIA	
Administrative Assistant		A005	37,486	43,016	49,362	070	5	1.000	06/26/1997	12/06/2013	44,522	890	0	0	2.00%	103.50% 5401	
ADMINISTRATIVE AIDE II		A005	33,881	40,657	49,602	111	0	260	12/06/2013	499	45,412	0	0	0	0	TIGG, KENYA MONEEK	
Administrative Support Specialist		A007	33,383	38,307	43,958	051	6	1.000	12/15/1997	12/15/1997	41,035	821	0	0	2.00%	107.12% 5600	
ADMINISTRATIVE SUPPORT SPECIALIST		A007	30,731	36,877	44,990	109	0	260	12/15/1997	6334	41,856	0	0	0	0	BROWN, NANCY POWE	
Administrative Support Specialist		A007	33,383	38,307	43,958	051	1	1.000	03/01/2010	03/01/2010	33,383	668	0	0	2.00%	87.14% 5601	
ADMINISTRATIVE SUPPORT SPECIALIST		A007	30,731	36,877	44,990	109	0	260	03/01/2010	1875	34,050	0	0	0	0	ROZENTALE PORTER,	
Administrative Support Specialist		A007	33,383	38,307	43,958	051	6	1.000	12/03/1997	12/03/1997	41,035	821	0	0	2.00%	107.12% 5602	
ADMINISTRATIVE SUPPORT SPECIALIST		A007	30,731	36,877	44,990	109	0	260	12/03/1997	6346	41,856	0	0	0	0	SMITTY, BELINDA HILL	
Administrative Support Specialist		A007	33,383	38,307	43,958	051	6	1.000	08/29/1991	08/29/1991	41,035	821	0	0	2.29%	107.12% 5603	
ADMINISTRATIVE SUPPORT SPECIALIST		A007	30,731	36,877	44,990	109	0	260	08/29/1991	8634	41,974	0	118	0	0	STROBLE, MECHELLE	
MAINTENANCE FOREMAN		M005	28,576	32,792	37,629	017	9	1.067	04/22/1996	09/16/2002	37,629	753	0	0	2.00%	114.75% 5900	
MAINTENANCE CREW LEADER		M005	26,547	31,856	38,864	106	0	260	09/16/2002	4598	38,382	0	0	0	0	MURRAY, CORNELIUS	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: GENERAL & ADMINISTRATION Dep't Code: 610

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
Secretary or Secretary/Receptionist	S003		25,840	29,651	34,026	010	9	1.000	05/04/1992	05/04/1992	34,026	681	0	0	2.00%	114.75%	6000
ADMINISTRATIVE SUPPORT SPECIALIST	A004		24,079	28,894	35,251	104	0	260	05/04/1992	8385	34,707	0	0	0	0		FAIR, HOPE
CUSTODIAN MAINT. WORKER	C019		23,109	26,518	30,431	004	9	1.067	10/30/2001	10/30/2001	30,431	609	0	0	2.00%	114.76%	6100
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	10/30/2001	4919	31,039	0	0	0	0		CAMP, JAMES W.
CUSTODIAN MAINT. WORKER	C019		23,109	26,518	30,431	004	1	1.000	12/29/2014	12/29/2014	23,109	462	0	0	2.00%	87.14%	6101
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	12/29/2014	0	23,571	0	0	0	0		FANN, ANTHONY KIM
PART-TIME COURIER	P013		15,113	35,831	56,550	PT01	1	0.500	03/07/2013	03/07/2013	9,360	187	0	0	3.96%	52.24%	28001
COURIER	P013		18,627	24,960	30,451	101	0	260	03/07/2013	773	9,731	0	184	0	0		KULASZEWSKI, BARBA
PART-TIME COURIER	P013		15,113	35,831	56,550	PT01		0.500	12/01/2008	12/01/2008	9,360	187	0	0	12.94%	52.24%	28000
COURIER	P013		18,627	24,960	30,451	101	0	260	12/01/2008	2330	10,571	0	1,024	0	0		MESSICK, JAMES LONN
PART-TIME SECURITY - AFTER HOURS	P028		15,113	35,831	56,550	PT01	1	0.767	01/28/1999	01/28/1999	14,247	285	0	0	34.66%	51.86%	27900
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	01/28/1999	5925	19,186	0	4,654	0	0		MARABLE, HORACE TA

Summary for

Current Payroll	\$1,297,654	# Positions	24
Flat 2% Adjustment	\$25,205	# Positions Adjusted (any type)	24 # Not Adj 0
Adjustment To Minimum	\$3,846	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$12,265	# Adjusted Toward Maximum	6
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$41,316		
Proposed Payroll	\$1,338,970	% Change	3.18%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: GENERAL & ADMINISTRATION Dep't Code: 610

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for GENERAL & ADMINISTRATION

Current Payroll	\$1,297,654	# Positions	24
Flat 2% Adjustment	\$25,205	# Positions Adjusted (any type)	24 # Not Adj 0
Adjustment To Minimum	\$3,846	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$12,265	# Adjusted Toward Maximum	6
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$41,316		
Proposed Payroll	\$1,338,970	% Change	3.18%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: GOLF Dep't Code: 711

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
DIRECTOR, GOLF		D018	65,897	81,878	95,551	170		1.067	01/26/1987	01/26/1987	95,551	1,911	0	0	2.00%	116.70% 8600	
DIRECTOR - GOLF		D018	67,082	80,498	98,208	125	0	260	01/26/1987	10310	97,462	0	0	0	0	WILKINS, TRACY KEVIN	
TURF CARE MANAGER		T013	53,363	66,305	77,377	148		1.067	08/01/1986	10/26/1988	77,377	1,548	0	0	2.00%	116.70% 8700	
TURF CARE MANAGER		T013	55,189	66,226	80,796	121	0	260	10/26/1988	9671	78,925	0	0	0	0	BECKHAM, JOEL M.	
HEAD GOLF PROFESSIONAL		H001	39,051	48,520	56,623	094		1.067	03/26/1990	07/01/1995	56,623	797	0	0	1.41%	116.70% 8800	
HEAD GOLF PROFESSIONAL		H001	39,222	47,066	57,420	114	0	260	07/01/1995	7232	57,420	0	0	0	0	MCCURRY, MARTY JOE	
TURF CARE SUPERVISOR		T014	34,128	42,404	49,485	068		1.067	01/16/2008	01/16/2008	37,839	757	0	0	4.57%	89.24% 8900	
TURF CARE SUPERVISOR		T014	35,575	42,690	52,082	112	0	260	01/16/2008	2650	39,570	0	974	0	0	MAYO, MARTIN H.	
EQUIPMENT MECHANIC		E006	34,359	39,428	45,244	055	9	1.067	05/28/1996	08/13/2014	39,428	789	0	0	2.00%	100.00% 9100	
EQUIPMENT MECHANIC		E006	33,881	40,657	49,602	111	0	260	08/13/2014	0	40,217	0	0	0	0	KLOOS, THOMAS A.	
Department Coordinator		D001	35,626	40,882	46,912	065	9	1.067	07/01/1988	07/01/2000	46,912	328	0	0	0.70%	114.75% 9000	
ADMINISTRATIVE AIDE I		D001	32,268	38,721	47,240	110	0	260	07/01/2000	5405	47,240	0	0	0	0	WILKINS, VIRGINIA AN	
PART-TIME STARTER MARSHAL		P030	15,113	35,831	56,550	PT01		0.560	02/28/2011	02/28/2011	8,572	171	0	0	113.61%	42.72% 40034	
GOLF FACILITY SUPERVISOR		G006	30,731	36,877	44,990	109	0	260	02/28/2011	1511	18,311	8,466	1,102	0	0	CREASEY, WYLIE THO	
GOLF FACILITY SUPERVISOR		G006	32,640	37,455	42,980	044	9	1.067	04/25/2002	04/25/2002	42,980	860	0	0	2.00%	114.75% 9200	
GOLF FACILITY SUPERVISOR		G006	30,731	36,877	44,990	109	0	260	04/25/2002	4742	43,840	0	0	0	0	DAVIS, RYAN WOOD	
SHOP MANAGER		S012	30,525	35,029	40,196	033	1	1.067	01/09/2015	01/09/2015	30,525	611	0	0	2.00%	87.14% 9300	
SHOP MANAGER		S012	29,268	35,121	42,848	108	0	260	01/09/2015	0	31,136	0	0	0	0	FALCO, RONALD	
SHOP MANAGER		S012	30,525	35,029	40,196	033	9	1.067	03/01/1997	03/01/1997	40,196	804	0	0	2.00%	114.75% 9301	
SHOP MANAGER		S012	29,268	35,121	42,848	108	0	260	03/01/1997	6623	41,000	0	0	0	0	RANDOLPH, CHRISTOP	
LEAD GROUNDSKEEPER		L006	29,809	34,207	39,253	026	9	1.067	03/16/1994	05/19/1999	39,253	785	0	0	2.00%	114.75% 9400	
GROUNDSKEEPER - LEAD		L006	27,874	33,449	40,808	107	0	260	05/19/1999	5814	40,038	0	0	0	0	FRALEY, WILLIAM KEN	
LANDSCAPER/GREENSKEEPER		L005	27,332	31,364	35,991	014	9	1.067	07/01/1999	07/01/1999	35,991	720	0	0	2.00%	114.75% 9700	
LANDSCAPER/GREENSKEEPER		L005	25,283	30,339	37,014	105	0	260	07/01/1999	5771	36,710	0	0	0	0	JAHNS, MARK R.	
LANDSCAPER/GREENSKEEPER		L005	27,332	31,364	35,991	014	2	1.000	10/01/2014	10/01/2014	28,288	566	0	0	2.00%	90.19% 40247	
LANDSCAPER/GREENSKEEPER		L005	25,283	30,339	37,014	105	0	260	10/01/2014	0	28,854	0	0	0	0	MACCAGNANO, ANDRE	
LANDSCAPER/GREENSKEEPER		L005	27,332	31,364	35,991	014	9	1.067	06/14/1993	06/14/1993	35,991	720	0	0	2.00%	114.75% 9701	
LANDSCAPER/GREENSKEEPER		L005	25,283	30,339	37,014	105	0	260	06/14/1993	7979	36,710	0	0	0	0	WILSON, RONALD D.	
FOOD SERVICE MANAGER		F020	24,934	28,612	32,833	008	3	1.067	03/23/2009	03/23/2009	27,645	553	0	0	2.00%	96.62% 9800	
FOOD SERVICE MANAGER		F020	22,932	27,518	33,572	103	0	260	03/23/2009	2218	28,198	0	0	0	0	SEBOLT, LINDA TRAIL	
PART-TIME CART MAINTENANCE		P010	15,113	35,831	56,550	PT01		0.667	07/17/2007	07/17/2007	12,480	250	0	0	37.21%	52.24% 40101	
Golf Cart Specialist		G014	22,932	27,518	33,572	103	0	260	07/17/2007	2833	17,123	2,558	1,835	0	0	MUNDY, LEIF ERIC	
PART-TIME LABORER		P019	15,113	35,831	56,550	PT01		0.533	09/02/2003	09/02/2003	9,984	200	0	0	44.55%	52.24% 40019	
LABORER		L003	22,932	27,518	33,572	103	0	260	09/02/2003	4247	14,431	2,047	2,201	0	0	CANNON, ROY LEMAR	
PART-TIME LABORER/GOLF PROGRAM		P020	15,113	35,831	56,550	PT01		0.667	09/27/2013	09/27/2013	11,700	234	0	0	33.82%	48.98% 40063	
LABORER		L003	22,932	27,518	33,572	103	0	260	09/27/2013	569	15,657	3,354	369	0	0	HILL, ROGER LANE	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: GOLF Dep't Code: 711

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
PART-TIME LABORER		P019	15,113	35,831	56,550	PT01	0.747		04/03/2014	04/03/2014	12,522	250	0	0	38.95%	46.80%	40082
LABORER		L003	22,932	27,518	33,572	103	0	260	04/03/2014	381	17,399	4,351	276	0	0	LASSITER, ROBERT CH	
PART-TIME LABORER		P019	15,113	35,831	56,550	PT01	0.747		09/04/2012	09/04/2012	12,522	250	0	0	42.29%	46.80%	40084
LABORER		L003	22,932	27,518	33,572	103	0	260	09/04/2012	957	17,817	4,351	694	0	0	LEWIS, SAMUEL JAMES	
PART-TIME LABORER		P019	15,113	35,831	56,550	PT01	0.747		03/09/2006	03/09/2006	13,978	280	0	0	39.78%	52.24%	40133
LABORER		L003	22,932	27,518	33,572	103	0	260	03/09/2006	3328	19,537	2,865	2,415	0	0	SHORT, KEITH F.	
PART-TIME LABORER		P019	15,113	35,831	56,550	PT01	0.533		07/15/2015	07/15/2015	8,944	179	0	0	36.74%	46.80%	40001
LABORER		L003	22,932	27,518	33,572	103	0	260	07/15/2015	0	12,230	3,108	0	0	0	VACANT, VACANT	
PART-TIME LABORER/GOLF PROGRAM		P020	15,113	35,831	56,550	PT01	0.667		10/03/2013	10/03/2013	11,700	234	0	0	33.78%	48.98%	40168
LABORER		L003	22,932	27,518	33,572	103	0	260	10/03/2013	563	15,653	3,354	365	0	0	YOUREE, JEFF C.	
PART-TIME SNACK SHOP/BEVERAGE		CA029	15,113	35,831	56,550	PT01	0.560		06/20/2013	06/20/2013	8,572	171	0	0	26.40%	42.72%	40007
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	06/20/2013	668	10,835	1,687	404	0	0	BIGGS, MACIE MICHEL	
PART-TIME GOLF SHOP CLERK		P017	15,113	35,831	56,550	PT01	0.560		08/26/2010	08/26/2010	9,391	188	0	0	22.00%	46.80%	40027
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	08/26/2010	1697	11,457	852	1,026	0	0	CASTERLINE, LARRY D	
PART-TIME SNACK SHOP/BEVERAGE		CA029	15,113	35,831	56,550	PT01	0.560		03/05/2015	03/05/2015	8,572	171	0	0	21.69%	42.72%	40154
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	03/05/2015	0	10,431	1,688	0	0	0	Chandler, Nicole	
PART-TIME GOLF SHOP CLERK		P017	15,113	35,831	56,550	PT01	0.560		06/14/2012	06/14/2012	9,391	188	0	0	17.76%	46.80%	40031
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	06/14/2012	1039	11,059	852	628	0	0	COLLINS, RICKY LEE	
PART-TIME SNACK SHOP/BEVERAGE		CA029	15,113	35,831	56,550	PT01	0.560		04/24/2013	04/24/2013	8,572	171	0	0	26.80%	42.72%	40033
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	04/24/2013	725	10,869	1,687	438	0	0	COOLEY, VALERIE C.	
PART-TIME SNACK SHOP/BEVERAGE		CA029	15,113	35,831	56,550	PT01	0.560		02/21/2014	02/21/2014	8,572	171	0	0	24.66%	42.72%	40036
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	02/21/2014	422	10,686	1,687	255	0	0	CURRY, VICKI J	
PART-TIME GOLF SHOP CLERK		P017	15,113	35,831	56,550	PT01	0.560		02/28/2011	02/28/2011	9,391	188	0	0	20.80%	46.80%	40040
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	02/28/2011	1511	11,345	852	914	0	0	DODSON, JAMES R	
PART-TIME GOLF SHOP CLERK		P017	15,113	35,831	56,550	PT01	0.560		04/08/2002	04/08/2002	9,391	188	0	0	41.72%	46.80%	40044
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	04/08/2002	4759	13,309	852	2,878	0	0	ERVIN, WILLIAM CAMP	
PART-TIME GOLF SHOP CLERK		P017	15,113	35,831	56,550	PT01	0.560		04/04/2005	04/04/2005	9,391	188	0	0	34.68%	46.80%	40098
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	04/04/2005	3667	12,649	852	2,217	0	0	MONGOLD, RICHARD L	
PART-TIME GOLF SHOP CLERK		P017	15,113	35,831	56,550	PT01	0.560		04/08/2014	04/08/2014	9,391	188	0	0	13.49%	46.80%	40104
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	04/08/2014	376	10,658	852	227	0	0	OLSON, DARRYL	
PART-TIME GOLF SHOP CLERK		P017	15,113	35,831	56,550	PT01	0.560		03/28/2006	03/28/2006	9,391	188	0	0	32.38%	46.80%	40151
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	03/28/2006	3309	12,432	852	2,001	0	0	USELTON, JACKIE RAY	
PART-TIME GOLF SHOP CLERK		P017	15,113	35,831	56,550	PT01	0.560		07/06/2007	07/06/2007	9,391	188	0	0	29.39%	46.80%	40160
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	07/06/2007	2844	12,151	852	1,720	0	0	WATSON, CARL DAVID	
PART-TIME RANGE/CART HELPER		P024	15,113	35,831	56,550	PT01	0.560		08/25/2014	08/25/2014	8,572	171	0	0	21.68%	42.72%	40129
GOLF ASSISTANT		P030	18,627	24,960	30,451	101	0	260	08/25/2014	0	10,431	1,687	0	0	0	CARTER, ROBERT	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: GOLF Dep't Code: 711

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
PART-TIME STARTER MARSHAL	P030		15,113	35,831	56,550	PT01	0.560	03/20/2014	03/20/2014	8,572	171	0	0	24.47%	42.72%	40035	
GOLF ASSISTANT	P030		18,627	24,960	30,451	101	0	260	03/20/2014	395	10,670	1,687	239	0	0	CURRY, ROBERT E	
PART-TIME STARTER MARSHAL	P030		15,113	35,831	56,550	PT01	0.560	06/03/2007	06/03/2007	8,572	171	0	0	41.98%	42.72%	40039	
GOLF ASSISTANT	P030		18,627	24,960	30,451	101	0	260	06/03/2007	2877	12,171	1,687	1,740	0	0	DIANA, RONNIE L.	
PART-TIME RANGE/CART HELPER	P024		15,113	35,831	56,550	PT01	0.560	06/27/2013	06/27/2013	8,572	171	0	0	26.35%	42.72%	40065	
GOLF ASSISTANT	P030		18,627	24,960	30,451	101	0	260	06/27/2013	661	10,831	1,687	400	0	0	HLAD, BLAKE ANDREW	
PART-TIME RANGE/CART HELPER	P024		15,113	35,831	56,550	PT01	0.560	04/18/2008	04/18/2008	8,572	171	0	0	39.72%	42.72%	40090	
GOLF ASSISTANT	P030		18,627	24,960	30,451	101	0	260	04/18/2008	2557	11,977	1,687	1,546	0	0	MARTIN, WILLIAM C.	
PART-TIME STARTER MARSHAL	P030		15,113	35,831	56,550	PT01	0.560	11/29/2003	11/29/2003	8,845	177	0	0	46.36%	44.08%	40114	
GOLF ASSISTANT	P030		18,627	24,960	30,451	101	0	260	11/29/2003	4159	12,946	1,409	2,515	0	0	PHILPOTT, EULESS WE	
PART-TIME STARTER MARSHAL	P030		15,113	35,831	56,550	PT01	0.560	06/01/2015	06/01/2015	8,572	171	0	0	21.68%	42.72%	40162	
GOLF ASSISTANT	P030		18,627	24,960	30,451	101	0	260	06/01/2015	0	10,431	1,687	0	0	0	VACANT, VACANT	
PART-TIME RANGE/CART HELPER	P024		15,113	35,831	56,550	PT01	0.560	03/18/2013	03/18/2013	8,572	171	0	0	27.06%	42.72%	40163	
GOLF ASSISTANT	P030		18,627	24,960	30,451	101	0	260	03/18/2013	762	10,892	1,687	461	0	0	WHITE, WALTER G.	

Summary for

Current Payroll	\$915,268	# Positions	43
Flat 2% Adjustment	\$17,360	# Positions Adjusted (any type)	43 # Not Adj 0
Adjustment To Minimum	\$61,240	# Adjusted To Minimum	29
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$29,841	# Adjusted Toward Maximum	26
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0

Total Applied Adjustments	\$108,440		
Proposed Payroll	\$1,023,708	% Change	11.85%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: GOLF Dep't Code: 711

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for GOLF

Current Payroll	\$915,268	# Positions	43
Flat 2% Adjustment	\$17,360	# Positions Adjusted (any type)	43 # Not Adj 0
Adjustment To Minimum	\$61,240	# Adjusted To Minimum	29
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$29,841	# Adjusted Toward Maximum	26
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$108,440		
Proposed Payroll	\$1,023,708	% Change	11.85%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: HUMAN RESOURCES Dep't Code: 615

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	HUMAN RESOURCES DIRECTOR	H008	83,753	104,063	121,443	189		1.000	09/28/2009	04/01/2010	97,195	1,944	0	0	2.00%	93.40%	6200
	DIRECTOR - HUMAN RESOURCES	H008	85,616	102,739	125,341	130	0	260	04/01/2010	1844	99,139	0	0	0	0		GODWIN, CHARLES G.
	ASSISTANT HUMAN RESOURCES DIREC	A025	67,212	83,511	97,458	173		1.000	06/21/2010	06/21/2010	78,000	1,560	0	0	2.00%	93.40%	6300
	ASSISTANT DIRECTOR - HUMAN RESOU	A025	70,436	84,523	103,119	126	0	260	06/21/2010	1763	79,560	0	0	0	0		RUSSELL, PAMELA JEA
	PAYROLL SUPERVISOR/HR SPECIALIST	P038	53,729	61,651	70,746	143	2	1.000	10/26/1995	02/16/2007	57,554	1,151	0	0	13.42%	93.35%	6400
	HR AND PAYROLL SUPERVISOR	P038	57,948	69,538	84,836	122	0	260	02/16/2007	2984	65,275	0	6,570	0	0		SHARP, CHERYL R.
	Benefits Administrator	B001	42,397	48,648	55,825	096	1	1.000	10/30/2006	10/30/2006	43,880	878	0	0	6.15%	90.20%	6500
	BENEFITS ADMINISTRATOR	B001	41,183	49,419	60,291	115	0	260	10/30/2006	3093	46,580	0	1,823	0	0		HEYDUCK, KAREN ANN
	Benefits Administrator	B001	42,397	48,648	55,825	096	2	1.000	08/11/2003	05/16/2007	45,415	908	0	0	2.00%	93.35%	6501
	BENEFITS ADMINISTRATOR	B001	41,183	49,419	60,291	115	0	260	05/16/2007	2895	46,323	0	0	0	0		MCFARLANE, CHRISTIN
	Human Resources Assistant	H007	32,958	37,817	43,396	048	7	1.000	10/02/2000	10/02/2000	41,928	839	0	0	2.00%	110.87%	6901
	HUMAN RESOURCES ASSISTANT	H007	33,881	40,657	49,602	111	0	260	10/02/2000	5312	42,767	0	0	0	0		OVERSTREET, BREND
	Human Resources Assistant	H007	32,958	37,817	43,396	048	3	1.000	12/31/2007	12/31/2007	36,539	731	0	0	3.20%	96.62%	6902
	HUMAN RESOURCES ASSISTANT	H007	33,881	40,657	49,602	111	0	260	12/31/2007	2666	37,709	0	439	0	0		PETTIS, MELISSA F.

Summary for

Current Payroll	\$400,511	# Positions	7
Flat 2% Adjustment	\$8,010	# Positions Adjusted (any type)	7 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$8,832	# Adjusted Toward Maximum	3
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$16,842		
Proposed Payroll	\$417,352	% Change	4.21%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: HUMAN RESOURCES Dep't Code: 615

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
HUMAN RESOURCES ANALYST	H010		50,494	62,738	73,216	141		1.000	01/05/2015	01/05/2015	52,000	1,040	0	0	2.00%	82.88%	40308
HUMAN RESOURCES ANALYST	H010		45,404	54,485	66,471	117	0	260	01/05/2015	0	53,040	0	0	0	0		CORBIN, JAYNE
Payroll Assistant	P037		34,996	40,156	46,080	060	2	1.000	01/05/2015	01/05/2015	36,220	724	0	0	2.00%	90.20%	6800
Payroll Assistant	P037		35,575	42,690	52,082	112	0	260	01/05/2015	0	36,944	0	0	0	0		HARDISON, FREDIA

Summary for

Current Payroll		\$88,220	# Positions	2
Flat 2% Adjustment	\$1,764		# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$1,764			
Proposed Payroll		\$89,984	% Change	2.00%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: HUMAN RESOURCES Dep't Code: 615

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for HUMAN RESOURCES

Current Payroll		\$488,731	# Positions	9
Flat 2% Adjustment	\$9,775		# Positions Adjusted (any type)	9 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$8,832		# Adjusted Toward Maximum	3
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$18,606			
Proposed Payroll		\$507,337	% Change	3.81%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: INFORMATION TECHNOLOGY Dep't Code: 619

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
DIRECTOR		D008	73,593	91,990	107,353	181		1.000	04/02/2012	04/02/2012	85,039	1,701	0	0	5.42%	92.44% 7000	
DIRECTOR - INFORMATION TECHNOLO		D010	85,616	102,739	125,341	130	0	260	04/02/2012	1112	89,650	0	2,910	0	0	LILLY, CHRISTOPHER A	
MIS COORDINATOR		M011	56,306	69,961	81,644	153		1.000	07/01/1990	07/01/1990	73,374	1,467	0	0	14.75%	104.88% 7100	
MIS COORDINATOR		M011	60,845	73,015	89,078	123	0	260	07/01/1990	9058	84,200	0	9,358	0	0	BYRNES, MATTHEW C.	
MIS COORDINATOR		M011	56,306	69,961	81,644	153		1.000	03/17/1997	11/05/1999	73,374	1,467	0	0	2.76%	104.88% 7101	
MIS COORDINATOR		M011	60,845	73,015	89,078	123	0	260	11/05/1999	5644	75,397	0	556	0	0	TERRY, WILLIAM L.	
GIS COORDINATOR		G003	48,633	55,809	64,038	127		1.000	01/03/1994	01/01/2000	65,136	1,303	0	0	2.00%	116.71% 7200	
GIS COORDINATOR		G003	52,561	63,073	76,949	120	0	260	01/01/2000	5587	66,438	0	0	0	0	LEE II, GERALD B.	
GIS APPLICATION SPECIALIST		G002	37,636	43,188	49,559	071	9	1.000	07/21/1997	07/21/1997	49,559	991	0	0	2.00%	114.75% 7300	
GIS MAPPING TECHNICIAN		G002	39,222	47,066	57,420	114	0	260	07/21/1997	6481	50,550	0	0	0	0	CARMOUCHE, SUSAN	
GIS APPLICATION SPECIALIST		G002	37,636	43,188	49,559	071	5	1.000	08/04/2003	08/04/2003	44,700	894	0	0	3.64%	103.50% 7301	
GIS MAPPING TECHNICIAN		G002	39,222	47,066	57,420	114	0	260	08/04/2003	4276	46,328	0	735	0	0	NELSON, JOHN ALAN	
SOFTWARE SPECIALIST		S015	38,710	44,421	50,974	075	3	1.000	10/13/2014	10/13/2014	41,468	829	0	0	2.00%	93.35% 7500	
NETWORK ADMINISTRATOR		S015	39,222	47,066	57,420	114	0	260	10/13/2014	0	42,297	0	0	0	0	SMITH, JOSEPH	
Technical Support Specialist		T001	35,749	41,022	47,074	066	2	1.000	09/28/2006	09/28/2006	38,295	766	0	0	5.20%	93.35% 7600	
NETWORK SPECIALIST		T001	35,575	42,690	52,082	112	0	260	09/28/2006	3125	40,286	0	1,225	0	0	LEATHERS, ROBERT A	
Technical Support Specialist		T001	35,749	41,022	47,074	066	2	1.000	09/22/2008	09/22/2008	38,295	766	0	0	2.34%	93.35% 7601	
NETWORK SPECIALIST		T001	35,575	42,690	52,082	112	0	260	09/22/2008	2400	39,193	0	132	0	0	ROBINSON, THOMAS J.	
Technical Support Specialist		T001	35,749	41,022	47,074	066	6	1.000	11/19/2001	11/19/2001	43,944	879	0	0	2.00%	107.12% 7602	
NETWORK SPECIALIST		T001	35,575	42,690	52,082	112	0	260	11/19/2001	4899	44,823	0	0	0	0	SCHMAHL, BRIAN H.	
Helpdesk Support Specialist		H006	33,844	38,834	44,563	053	3	1.000	08/16/2006	01/06/2014	36,253	725	0	0	2.00%	93.35% 7400	
HELPDESK SUPPORT SPECIALIST		H006	30,731	36,877	44,990	109	0	260	01/06/2014	468	36,978	0	0	0	0	GREENE, TERRA WIEL	
PART-TIME GEO-CODING		P016	15,113	35,831	56,550	PT01		0.267	10/24/2005	10/24/2005	4,836	97	0	0	85.08%	50.61% 28200	
GIS MAPPING SPECIALIST		P016	29,268	35,121	42,848	108	0	260	10/24/2005	3464	8,950	2,872	1,146	0	0	HALL, BETHANY GWEN	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: INFORMATION TECHNOLOGY Dep't Code: 619

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$594,273	# Positions	12	
Flat 2% Adjustment	\$11,885		# Positions Adjusted (any type)	12	# Not Adj 0
Adjustment To Minimum	\$2,872		# Adjusted To Minimum	1	
Adjustment To Market	\$0		# Adjusted To Market	0	
Adjustment Toward Maximum	\$16,061		# Adjusted Toward Maximum	7	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$30,818				
Proposed Payroll		\$625,092	% Change	5.19%	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: INFORMATION TECHNOLOGY Dep't Code: 619

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for INFORMATION TECHNOLOGY

Current Payroll		\$594,273	# Positions	12
Flat 2% Adjustment	\$11,885		# Positions Adjusted (any type)	12 # Not Adj 0
Adjustment To Minimum	\$2,872		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$16,061		# Adjusted Toward Maximum	7
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$30,818			
Proposed Payroll		\$625,092	% Change	5.19%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: JUDICIAL Dep't Code: 613

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#			Duty	Exper.Date		Days All'd	Flat %	Mkt	Step		
CITY JUDGE		C008	45,334	56,327	65,735	122		0.533	01/02/1990	01/02/1990	64,748	1,295	0	0	2.00%	215.53%	7700
CITY JUDGE		C008	85,616	102,739	125,341	130	0	260	01/02/1990	9238	66,043	0	0	0	0		SELLERS, EWING THO
CHIEF CITY COURT CLERK		C005	47,264	58,725	68,532	132		1.000	06/29/1993	07/01/2007	52,402	1,048	0	0	2.00%	89.23%	7800
CHIEF CITY COURT CLERK		C005	47,674	57,209	69,795	118	0	260	07/01/2007	2849	53,450	0	0	0	0		ORDONEZ, VICKIE S.
Administrative Support Specialist		A007	33,383	38,307	43,958	051	2	1.000	07/07/2008	07/07/2008	35,760	715	0	0	4.69%	93.35%	7900
COURT CLERK		C023	33,881	40,657	49,602	111	0	260	07/07/2008	2477	37,437	0	962	0	0		DAVIS, BARBARA J.
Administrative Support Specialist		A007	33,383	38,307	43,958	051	2	1.000	10/06/2008	08/17/2009	35,760	715	0	0	3.06%	93.35%	7901
COURT CLERK		C023	33,881	40,657	49,602	111	0	260	08/17/2009	2071	36,854	0	379	0	0		FLOYD, KATHRYN C.
Administrative Support Specialist		A007	33,383	38,307	43,958	051	2	1.000	06/18/2007	06/18/2007	35,760	715	0	0	6.24%	93.35%	7902
COURT CLERK		C023	33,881	40,657	49,602	111	0	260	06/18/2007	2862	37,990	0	1,515	0	0		PARKER, DEBORAH A.
Administrative Secretary		A006	31,018	35,594	40,845	039	3	1.000	03/05/1990	03/05/1990	34,391	688	0	0	24.10%	96.62%	8000
ADMINISTRATIVE SUPPORT SPECIALIST		A007	30,731	36,877	44,990	109	0	260	03/05/1990	9176	42,680	0	7,602	0	0		COLSTON, AMANDA D.

Summary for

Current Payroll	\$258,821	# Positions	6
Flat 2% Adjustment	\$5,176	# Positions Adjusted (any type)	6 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$10,458	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$15,634		
Proposed Payroll	\$274,455	% Change	6.04%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: JUDICIAL Dep't Code: 613

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for JUDICIAL

Current Payroll		\$258,821	# Positions	6
Flat 2% Adjustment	\$5,176		# Positions Adjusted (any type)	6 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$10,458		# Adjusted Toward Maximum	4
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$15,634			
Proposed Payroll		\$274,455	% Change	6.04%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEGAL Dep't Code: 614

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
CITY ATTORNEY		C006	98,852	122,822	143,334	194		1.000	07/20/1992	10/01/2001	143,334	2,867	0	0	2.00%	116.70%	8100
CITY ATTORNEY		C006	114,733	137,680	167,969	136	0	260	10/01/2001	4948	146,201	0	0	0	0	MCGANNON, SUSAN E	
STAFF ATTORNEY		S021	64,503	80,145	93,528	167		1.000	11/05/2001	11/05/2001	91,289	1,826	0	0	7.91%	113.91%	8301
ASSISTANT CITY ATTORNEY		A015	81,539	97,846	119,373	129	0	260	11/05/2001	4913	98,514	0	5,399	0	0	BAKER, KELLEY BLEVIN	
ASSISTANT CITY ATTORNEY		A015	78,165	97,120	113,338	186		1.000	05/23/2005	05/23/2005	113,338	2,267	0	0	2.00%	116.70%	8200
ASSISTANT CITY ATTORNEY		A015	81,539	97,846	119,373	129	0	260	05/23/2005	3618	115,605	0	0	0	0	IVES, DAVID A.	
STAFF ATTORNEY		S021	64,503	80,145	93,528	167		1.000	08/25/2010	08/25/2010	74,589	1,492	0	0	17.18%	93.07%	8300
ASSISTANT CITY ATTORNEY		A015	81,539	97,846	119,373	129	0	260	08/25/2010	1698	87,406	5,458	5,867	0	0	TUCKER, ADAM FORD	
RISK MANAGER		R006	71,827	89,244	104,149	178		1.000	06/03/2002	06/03/2002	104,149	0	0	0	0.00%	116.70%	15000
RISK MANAGER		R006	70,436	84,523	103,119	126	0	260	06/03/2002	4703	104,149	0	0	0	0	RUCKER, RICHARD W.	
SAFETY DIRECTOR		S002	50,494	62,738	73,216	141		1.000	02/02/2004	02/02/2004	64,101	1,282	0	0	2.00%	102.17%	15100
SAFETY OFFICER		S002	52,561	63,073	76,949	120	0	260	02/02/2004	4094	65,383	0	0	0	0	STATES, MARY ANN	
Legal Assistant / Claims Administrator		L011	43,741	50,193	57,598	103	7	1.000	08/09/1999	07/01/2006	55,650	1,113	0	0	2.00%	110.87%	15200
CLAIMS SPECIALIST		L011	41,183	49,419	60,291	115	0	260	07/01/2006	3214	56,763	0	0	0	0	ALEXANDER, BEVERLY	
LEGAL ASSISTANT		L010	39,234	45,022	51,663	079	9	1.000	05/07/2001	05/07/2001	51,663	419	0	0	0.81%	114.75%	8400
LEGAL ASSISTANT		L010	35,575	42,690	52,082	112	0	260	05/07/2001	5095	52,082	0	0	0	0	JOHNSON, DIANE WILE	
LEGAL ASSISTANT		L010	39,234	45,022	51,663	079	2	1.000	06/18/2007	06/18/2007	42,028	841	0	0	2.00%	93.35%	8401
LEGAL ASSISTANT		L010	35,575	42,690	52,082	112	0	260	06/18/2007	2862	42,869	0	0	0	0	PO'E, MELANIE JOY	
LEGAL ASSISTANT		L010	39,234	45,022	51,663	079	1	1.000	05/08/2006	10/01/2012	40,607	812	0	0	2.00%	90.19%	8402
LEGAL ASSISTANT		L010	35,575	42,690	52,082	112	0	260	10/01/2012	930	41,419	0	0	0	0	SMITH, CATHY I.	

Summary for

Current Payroll	\$780,749	# Positions	10
Flat 2% Adjustment	\$12,918	# Positions Adjusted (any type)	9 # Not Adj 1
Adjustment To Minimum	\$5,458	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$11,266	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$29,641		
Proposed Payroll	\$810,391	% Change	3.80%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEGAL Dep't Code: 614

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for LEGAL

Current Payroll		\$780,749	# Positions	10
Flat 2% Adjustment	\$12,918		# Positions Adjusted (any type)	9 # Not Adj 1
Adjustment To Minimum	\$5,458		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$11,266		# Adjusted Toward Maximum	2
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$29,641			
Proposed Payroll		\$810,391	% Change	3.80%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: MURFREESBORO AIRPORT Dep't Code: 714

Unit Name: Unit Code:

Table with columns: Original, Proposed, Class, Title, Code, Grade, Min, Mkt, Max, #, Step, FTE, Duty, Hire Date, Exper.Date, Promotion, Days All'd, Salary, Flat %, Mkt, Max, OrgExp, Asgn, Adjustments, Compa Ratio, Employee Name, Position #.

Summary for

Summary table with columns: Current Payroll, Flat 2% Adjustment, Adjustment To Minimum, Adjustment To Market, Adjustment Toward Maximum, Adjustment To Step, OrgExp Adjustment, Stipends / Supplements, Total Applied Adjustments, Proposed Payroll, # Positions, # Positions Adjusted (any type), # Adjusted To Minimum, # Adjusted To Market, # Adjusted Toward Maximum, # Adjusted To Step, # OrgExp Adjustments, # Assignment, % Change.

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: MURFREESBORO AIRPORT Dep't Code: 714

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for MURFREESBORO AIRPORT

Current Payroll		\$161,661	# Positions	9
Flat 2% Adjustment	\$2,389		# Positions Adjusted (any type)	9 # Not Adj 0
Adjustment To Minimum	\$2,863		# Adjusted To Minimum	4
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$6,172		# Adjusted Toward Maximum	6
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$11,424			
Proposed Payroll		\$173,085	% Change	7.07%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: PART-TIME RECREATION Dep't Code: 712

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
Assistant Athletic Coordinator		A013	15,113	35,831	56,550	PT01	0.680		12/17/2010	12/17/2010	19,784	396	0	0	24.27%	81.20%	40047
ASSISTANT PROGRAM COORDINATOR		A029	33,881	40,657	49,602	111	0	260	12/17/2010	1584	24,585	2,859	1,546	0	0		GARRETT, BRITTANY N
Assist Program Coordinator/Youth Develop		A011	15,113	35,831	56,550	PT01	0.400		04/24/2013	12/17/2014	11,638	233	0	0	16.45%	81.20%	40086
ASSISTANT PROGRAM COORDINATOR		A029	33,881	40,657	49,602	111	0	260	12/17/2014	0	13,552	1,682	0	0	0		REED, JASON A.
Assistant Aquatic Coordinator		A012	15,113	35,831	56,550	PT01	1.067		07/01/2015	07/01/2015	33,881	678	0	0	2.00%	94.56%	40022
ASSISTANT PROGRAM COORDINATOR		A029	33,881	40,657	49,602	111	0	260	07/01/2015	0	34,559	0	0	0	0		Vacant, Vacant
Cultural Arts Assist Program Coordinator		C016	15,113	35,831	56,550	PT01	0.687		08/21/2013	08/21/2013	19,978	400	0	0	19.44%	81.20%	40165
ASSISTANT PROGRAM COORDINATOR		A029	33,881	40,657	49,602	111	0	260	08/21/2013	606	23,862	2,888	597	0	0		WILLIAMS, PAMELA MA
Cultural Arts Program Specialist		C017	15,113	35,831	56,550	PT01	0.520		10/29/2013	10/29/2013	10,495	210	0	0	63.52%	56.33%	40081
CULTURAL ARTS PROGRAM SPECIALIS		C017	32,268	38,721	47,240	110	0	260	10/29/2013	537	17,161	6,074	382	0	0		KRUEGER, KATLYN AS
Theatre Manager		T003	15,113	35,831	56,550	PT01	0.693		11/30/2005	11/30/2005	16,359	327	0	0	49.16%	65.85%	40118
Theatre Manager		T003	30,731	36,877	44,990	109	0	260	11/30/2005	3427	24,401	4,620	3,094	0	0		PREVOST, MICHAEL L.
SHOP MANAGER		S012	30,525	35,029	40,196	033	0.540		12/21/2012	12/21/2012	9,846	197	0	0	66.30%	52.05%	40089
SHOP MANAGER		S012	29,268	35,121	42,848	108	0	260	12/21/2012	849	16,373	5,762	569	0	0		MARTIN, JENNIFER B.
SHOP MANAGER		S012	30,525	35,029	40,196	033	0.307		03/27/2014	03/27/2014	5,591	112	0	0	63.16%	52.05%	40139
SHOP MANAGER		S012	29,268	35,121	42,848	108	0	260	03/27/2014	388	9,123	3,272	148	0	0		STOLZE, SAMANTHA R.
Office Assistant		O001	15,113	35,831	56,550	PT01	0.527		05/08/2008	05/08/2008	9,859	197	0	0	42.45%	52.24%	40108
ADMINISTRATIVE SUPPORT SPECIALIST		A004	24,079	28,894	35,251	104	0	260	05/08/2008	2537	14,045	2,625	1,363	0	0		PERDZOCK, MARY ROB
Office Assistant		O001	15,113	35,831	56,550	PT01	0.773		10/13/2014	10/13/2014	14,477	290	0	0	28.62%	52.25%	40095
ADMINISTRATIVE SUPPORT SPECIALIST		A004	24,079	28,894	35,251	104	0	260	10/13/2014	0	18,621	3,854	0	0	0		SLOAN, RACHEL
Office Assistant		O001	15,113	35,831	56,550	PT01	0.533		01/31/2015	01/31/2015	9,984	200	0	0	28.63%	52.24%	40008
ADMINISTRATIVE SUPPORT SPECIALIST		A004	24,079	28,894	35,251	104	0	260	01/31/2015	0	12,842	2,658	0	0	0		VACANT, VACANT
Office Assistant		O001	15,113	35,831	56,550	PT01	0.260		04/05/2005	04/05/2005	4,867	97	0	0	48.61%	52.24%	40219
ADMINISTRATIVE SUPPORT SPECIALIST		A004	24,079	28,894	35,251	104	0	260	04/05/2005	3666	7,233	1,296	973	0	0		WALLACE, KATHERINE
Receptionist		R001	15,113	35,831	56,550	PT01	0.540		09/18/2009	09/18/2009	8,793	176	0	0	60.66%	45.44%	40157
ADMINISTRATIVE SUPPORT SPECIALIST		A004	24,079	28,894	35,251	104	0	260	09/18/2009	2039	14,126	4,034	1,123	0	0		WALLACE, BARBARA
Outdoor Program Coordinator		O006	15,113	35,831	56,550	PT01	0.587		10/20/2009	10/20/2009	17,068	341	0	0	2.00%	81.20%	40074
Outdoor Program Coordinator		O006	24,079	28,894	35,251	104	0	260	10/20/2009	2007	17,410	0	0	0	0		JORDAN, NICHOLE HID
CUSTODIAN		C018	21,507	24,679	28,320	001	0.493		02/17/2011	02/17/2011	8,995	180	0	0	33.89%	73.88%	40004
CUSTODIAN		C018	22,932	27,518	33,572	103	0	260	02/17/2011	1522	12,043	2,139	730	0	0		BARRETT, HASKELL B.
CUSTODIAN		C018	21,507	24,679	28,320	001	0.573		05/17/2013	05/17/2013	10,453	209	0	0	29.52%	73.88%	40038
CUSTODIAN		C018	22,932	27,518	33,572	103	0	260	05/17/2013	702	13,539	2,485	391	0	0		DEATON, LISA C.
PART-TIME CUSTODIAN		P014	15,113	35,831	56,550	PT01	0.533		09/04/2014	09/04/2014	9,724	194	0	0	25.78%	50.88%	40248
CUSTODIAN		C018	22,932	27,518	33,572	103	0	260	09/04/2014	0	12,230	2,312	0	0	0		JOHNSON, EARNEST
CUSTODIAN		C018	21,507	24,679	28,320	001	0.513		09/03/2013	09/03/2013	9,359	187	0	0	28.94%	73.88%	40128
CUSTODIAN		C018	22,932	27,518	33,572	103	0	260	09/03/2013	593	12,068	2,225	296	0	0		SCORZO II, RICHARD E.

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: PART-TIME RECREATION Dept Code: 712

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
CUSTODIAN		C018	21,507	24,679	28,320	001		0.400	07/01/2015	07/01/2015	7,293	146	0	0	25.78%	73.88%	40021
CUSTODIAN		C018	22,932	27,518	33,572	103	0	260	07/01/2015	0	9,173	1,734	0	0	0		VACANT, VACANT
Facility Supervisor		F005	15,113	35,831	56,550	PT01		0.387	05/22/2008	05/22/2008	6,673	133	0	0	47.09%	48.16%	40192
FACILITY ATTENDANT LEAD		H003	22,932	27,518	33,572	103	0	260	05/22/2008	2523	9,815	2,061	948	0	0		KING, LAKIKA CARIMMA
Head Swim Instructor		H003	15,113	35,831	56,550	PT01		0.487	01/31/2015	01/31/2015	11,863	237	0	0	2.00%	68.03%	40030
FACILITY ATTENDANT LEAD		H003	22,932	27,518	33,572	103	0	260	01/31/2015	0	12,100	0	0	0	0		VACANT, VACANT
Facility Supervisor		F005	15,113	35,831	56,550	PT01		0.200	07/01/2015	07/01/2015	3,452	69	0	0	32.88%	48.16%	40207
FACILITY ATTENDANT LEAD		H003	22,932	27,518	33,572	103	0	260	07/01/2015	0	4,586	1,066	0	0	0		VACANT, VACANT
Facility Supervisor		F005	15,113	35,831	56,550	PT01		0.200	08/23/2004	08/23/2004	3,452	69	0	0	54.79%	48.16%	40220
FACILITY ATTENDANT LEAD		H003	22,932	27,518	33,572	103	0	260	08/23/2004	3891	5,343	1,066	756	0	0		WEBB, BENJAMIN K.
Program Specialist - Marketing		P063	15,113	35,831	56,550	PT01		0.293	05/04/2012	05/04/2012	5,920	118	0	0	18.82%	56.33%	40037
RECREATION PROGRAM SPECIALIST		P059	22,932	27,518	33,572	103	0	260	05/04/2012	1080	7,035	688	308	0	0		DAVIS, JAMES ROBERT
Program Specialist		P062	15,113	35,831	56,550	PT01		0.627	03/26/2012	03/26/2012	12,648	253	0	0	19.01%	56.33%	40085
RECREATION PROGRAM SPECIALIST		P059	22,932	27,518	33,572	103	0	260	03/26/2012	1119	15,052	1,470	681	0	0		LONGIE, DENISE KAY
Assist Program Coordinator Gateway/Gree		A010	15,113	35,831	56,550	PT01		0.807	01/17/2014	01/17/2014	23,469	469	0	0	2.00%	81.20%	40079
RECREATION PROGRAM SPECIALIST		P059	22,932	27,518	33,572	103	0	260	01/17/2014	457	23,939	0	0	0	0		MULLICAN, HEATHER N
Program Specialist		P062	15,113	35,831	56,550	PT01		0.127	02/07/2013	02/07/2013	5,088	0	0	0	0.00%	112.11%	40210
RECREATION PROGRAM SPECIALIST		P059	22,932	27,518	33,572	103	0	260	02/07/2013	801	5,088	0	0	0	0		POWELL, HANNAH ELIZ
Program Specialist		P062	15,113	35,831	56,550	PT01		0.213	06/04/2010	06/04/2010	4,306	86	0	0	22.19%	56.33%	40144
RECREATION PROGRAM SPECIALIST		P059	22,932	27,518	33,572	103	0	260	06/04/2010	1780	5,261	500	369	0	0		SYKES, KYLE LEA
Program Specialist		P062	15,113	35,831	56,550	PT01		0.760	04/05/2013	04/05/2013	15,339	307	0	0	17.21%	56.33%	40150
RECREATION PROGRAM SPECIALIST		P059	22,932	27,518	33,572	103	0	260	04/05/2013	744	17,978	1,783	549	0	0		TYSON-RICH, SIBYL LO
Program Specialist		P062	15,113	35,831	56,550	PT01		0.547	03/15/2013	03/15/2013	11,033	221	0	0	17.31%	56.33%	40156
RECREATION PROGRAM SPECIALIST		P059	22,932	27,518	33,572	103	0	260	03/15/2013	765	12,943	1,282	406	0	0		WALDRUP, HEATHER J
Theatre Specialist		T004	15,113	35,831	56,550	PT01		0.460	11/29/2012	11/29/2012	9,284	186	0	0	17.82%	56.33%	40048
Theatre Specialist		T004	22,932	27,518	33,572	103	0	260	11/29/2012	871	10,938	1,079	389	0	0		GENTRY, TAYLOR PAT
Theatre Specialist		T004	15,113	35,831	56,550	PT01		0.533	05/09/2008	05/09/2008	10,764	215	0	0	25.83%	56.33%	40068
Theatre Specialist		T004	22,932	27,518	33,572	103	0	260	05/09/2008	2536	13,545	1,251	1,314	0	0		HOLMES, TRAVIS MATT
Theatre Specialist		T004	15,113	35,831	56,550	PT01		0.467	07/10/2013	07/10/2013	9,419	188	0	0	16.74%	56.33%	40134
Theatre Specialist		T004	22,932	27,518	33,572	103	0	260	07/10/2013	648	10,995	1,095	294	0	0		SIMPSON, DAVID CART
Weight Room Attendant		W004	15,113	35,831	56,550	PT01		0.407	08/01/2007	08/01/2007	6,423	128	0	0	37.19%	44.08%	40002
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	08/01/2007	2818	8,812	1,023	1,237	0	0		BALLARD, ZACHARY C.
PART-TIME ASSISTANT OPERATIONS C		P070	15,113	35,831	56,550	PT01		0.533	04/22/2010	11/06/2014	15,517	310	0	0	2.00%	81.20%	40222
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	11/06/2014	0	15,827	0	0	0	0		BILES, BONNIE
Weight Room Attendant		W004	15,113	35,831	56,550	PT01		0.133	05/17/2013	05/17/2013	2,106	42	0	0	22.73%	44.08%	40010
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	05/17/2013	702	2,585	335	101	0	0		BJORK, BENJAMIN PAU

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: PART-TIME RECREATION Dep't Code: 712

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
Front Desk Attendant		F021	15,113	35,831	56,550	PT01	0.400	02/04/2010	09/19/2014	6,513	130	0	0	14.40%	45.44%	40164	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	09/19/2014	0	7,451	807	0	0	0	CAMP, TINA	
Weight Room Attendant		W004	15,113	35,831	56,550	PT01	0.347	05/30/2012	05/30/2012	5,476	110	0	0	25.13%	44.08%	40017	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	05/30/2012	1054	6,852	872	395	0	0	CAMP, ELIZABETH MAR	
Game Room Attendant		G001	15,113	35,831	56,550	PT01	0.493	10/20/2011	10/20/2011	7,792	156	0	0	26.66%	44.08%	40028	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	10/20/2011	1277	9,870	1,241	680	0	0	CAVE, VALERIE RENEE	
Front Desk Attendant		F021	15,113	35,831	56,550	PT01	0.373	10/30/2012	10/30/2012	6,079	122	0	0	20.37%	45.44%	40029	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	10/30/2012	901	7,317	754	363	0	0	CHESTNUTT, SHIRLEY	
Weight Room Attendant		W004	15,113	35,831	56,550	PT01	0.387	07/18/2014	07/18/2014	6,107	122	0	0	17.93%	44.08%	40238	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	07/18/2014	0	7,202	973	0	0	0	DRAUGHN, SHANNON	
Gym Supervisor		G012	15,113	35,831	56,550	PT01	0.267	03/09/2004	03/09/2004	5,382	108	0	0	14.00%	56.33%	40045	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	03/09/2004	4058	6,136	0	646	0	0	FIELD, RICKEY O'NEAL	
Gym Supervisor		G012	15,113	35,831	56,550	PT01	0.400	04/15/2013	04/15/2013	8,073	161	0	0	2.00%	56.33%	40185	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	04/15/2013	734	8,234	0	0	0	0	HALEY, ROGER D.	
Gym Attendant		G011	15,113	35,831	56,550	PT01	0.487	04/15/2013	04/15/2013	7,687	154	0	0	22.95%	44.08%	40055	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	04/15/2013	734	9,451	1,224	386	0	0	HALEY, ROGER D.	
Weight Room Attendant		W004	15,113	35,831	56,550	PT01	0.480	08/30/2013	08/30/2013	7,582	152	0	0	22.01%	44.08%	40057	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	08/30/2013	597	9,250	1,208	309	0	0	HAMILTON, KENNETH J	
Front Desk Attendant		F021	15,113	35,831	56,550	PT01	0.233	02/28/2013	02/28/2013	3,799	76	0	0	19.57%	45.44%	40058	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	02/28/2013	780	4,543	471	197	0	0	HAMLER, XAVIER TYVO	
Game Room Attendant		G001	15,113	35,831	56,550	PT01	0.413	10/10/2014	10/10/2014	6,528	131	0	0	17.94%	44.08%	40049	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	10/10/2014	0	7,699	1,041	0	0	0	HAND, ASHLEI	
Program Assistant		P059	15,113	35,831	56,550	PT01	0.513	03/20/2014	03/20/2014	8,358	167	0	0	17.02%	45.44%	40060	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	03/20/2014	395	9,781	1,036	219	0	0	HARTSFIELD, ERIN B.	
Front Desk Attendant		F021	15,113	35,831	56,550	PT01	0.440	05/18/2010	05/18/2010	7,164	143	0	0	26.32%	45.44%	40062	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	05/18/2010	1797	9,050	888	854	0	0	HIGDON, BEVERLY CO	
Weight Room Attendant		W004	15,113	35,831	56,550	PT01	0.373	09/05/2008	09/05/2008	5,897	118	0	0	34.45%	44.08%	40067	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	09/05/2008	2417	7,928	939	974	0	0	HOCKENBERRY, DAVID	
Facility Attendant		F001	15,113	35,831	56,550	PT01	0.640	10/02/2014	10/02/2014	10,421	208	0	0	14.40%	45.44%	40190	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	10/02/2014	0	11,921	1,292	0	0	0	HORNE, TYANNA	
Game Room Attendant		G001	15,113	35,831	56,550	PT01	0.240	02/10/2011	02/10/2011	3,791	76	0	0	28.38%	44.08%	40071	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	02/10/2011	1529	4,867	604	396	0	0	HURD, HAROLD DEXTE	
Front Desk Attendant		F021	15,113	35,831	56,550	PT01	0.267	03/27/2014	03/27/2014	4,342	87	0	0	16.97%	45.44%	40072	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	03/27/2014	388	5,079	538	112	0	0	JONES, LOREN J	
Front Desk Attendant		F021	15,113	35,831	56,550	PT01	0.773	08/20/2008	08/20/2008	12,592	252	0	0	30.53%	45.44%	40073	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	08/20/2008	2433	16,437	1,561	2,032	0	0	JONES, VIVIAN L.	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: PART-TIME RECREATION Dep't Code: 712

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
Facility Attendant	F001		15,113	35,831	56,550	PT01	0.280	05/22/2008	05/22/2008	4,286	86	0	0	39.48%	42.72%	40075	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	05/22/2008	2523	5,978	844	763	0	0	KING, LAKIKA CARIMMA	
Front Desk Attendant	F021		15,113	35,831	56,550	PT01	0.293	02/02/2004	02/02/2004	4,776	96	0	0	41.55%	45.44%	40080	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	02/02/2004	4094	6,761	592	1,297	0	0	KNOX, SHERRY R.	
Facility Attendant	F001		15,113	35,831	56,550	PT01	0.480	06/19/2012	06/19/2012	7,816	156	0	0	21.26%	45.44%	40083	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	06/19/2012	1034	9,477	969	536	0	0	LEE, REBECCA FAWN	
Program Assistant	P059		15,113	35,831	56,550	PT01	0.507	06/20/2012	06/20/2012	8,250	165	0	0	21.25%	45.44%	40087	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	06/20/2012	1033	10,003	1,023	565	0	0	MALONE, KERRY D.	
Opening Guard	O002		15,113	35,831	56,550	PT01	0.227	04/30/2013	04/30/2013	4,243	85	0	0	3.65%	52.24%	40197	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	04/30/2013	719	4,398	0	70	0	0	MANIS, JESSICA PEYT	
Weight Room Attendant	W004		15,113	35,831	56,550	PT01	0.467	10/10/2014	10/10/2014	7,371	147	0	0	17.93%	44.08%	40051	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	10/10/2014	0	8,693	1,174	0	0	0	MARFIELD, CHRISTOP	
Facility Attendant	F001		15,113	35,831	56,550	PT01	0.640	10/06/2014	10/06/2014	10,421	208	0	0	14.40%	45.44%	40301	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	10/06/2014	0	11,921	1,292	0	0	0	MARTIN, AMY	
Gym Supervisor	G012		15,113	35,831	56,550	PT01	0.327	01/13/2014	01/13/2014	6,593	132	0	0	2.00%	56.33%	40091	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	01/13/2014	461	6,725	0	0	0	0	MATIKKE II, DAVID V.	
Gym Attendant	G011		15,113	35,831	56,550	PT01	0.493	06/12/2013	06/12/2013	7,792	156	0	0	22.55%	44.08%	40092	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	06/12/2013	676	9,549	1,241	360	0	0	MAY, BRENTON GREG	
Front Desk Attendant	F021		15,113	35,831	56,550	PT01	0.160	09/09/2003	09/09/2003	2,605	52	0	0	42.52%	45.44%	40105	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	09/09/2003	4240	3,713	323	733	0	0	ORR, TINA MARIE	
PART-TIME ASSISTANT OPERATIONS C	P070		15,113	35,831	56,550	PT01	0.713	10/10/2012	10/10/2012	20,754	415	0	0	2.00%	81.20%	40106	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	10/10/2012	921	21,169	0	0	0	0	OWENS, MARK D.	
Weight Room Attendant	W004		15,113	35,831	56,550	PT01	0.433	01/31/2011	01/31/2011	6,845	137	0	0	28.45%	44.08%	40107	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	01/31/2011	1539	8,792	1,090	720	0	0	PATTY, JOSEPH MERLI	
Front Desk Attendant	F021		15,113	35,831	56,550	PT01	0.567	08/24/2011	08/24/2011	9,227	185	0	0	23.25%	45.44%	40109	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	08/24/2011	1334	11,372	1,144	816	0	0	PERKINS, DOROTHY M.	
Weight Room Attendant	W004		15,113	35,831	56,550	PT01	0.587	04/06/2006	04/06/2006	9,266	185	0	0	40.49%	44.08%	40115	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	04/06/2006	3300	13,018	1,476	2,091	0	0	PIERCE, ROBERT ALVI	
Gym Supervisor	G012		15,113	35,831	56,550	PT01	0.180	03/16/2007	03/16/2007	3,633	73	0	0	8.11%	56.33%	40120	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	03/16/2007	2956	3,927	0	222	0	0	REED, BRICE D.	
Weight Room Attendant	W004		15,113	35,831	56,550	PT01	0.533	02/03/2015	02/03/2015	8,424	168	0	0	17.93%	44.08%	40112	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	02/03/2015	0	9,934	1,342	0	0	0	ROPER, RICKEE	
Weight Room Attendant	W004		15,113	35,831	56,550	PT01	0.427	10/03/2014	10/03/2014	6,739	135	0	0	17.93%	44.08%	40119	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	10/03/2014	0	7,947	1,073	0	0	0	SCHULZ, DANIEL	
Front Desk Attendant	F021		15,113	35,831	56,550	PT01	0.333	07/26/2011	07/26/2011	5,428	109	0	0	23.44%	45.44%	40132	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	07/26/2011	1363	6,700	673	491	0	0	SHAW, EDRICE INDIER	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: PART-TIME RECREATION Dep't Code: 712

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
Weight Room Attendant		W004	15,113	35,831	56,550	PT01	0.467	10/30/2013	10/30/2013	7,371	147	0	0	21.59%	44.08%	40140	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	10/30/2013	536	8,963	1,174	270	0	0	SUMMAR, CARLI JO	
Facility Attendant		F001	15,113	35,831	56,550	PT01	0.387	05/21/2012	05/21/2012	6,296	126	0	0	21.45%	45.44%	40141	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	05/21/2012	1063	7,646	781	444	0	0	SWANN, BAILEY RAYE	
Recreation Supervisor		R002	15,113	35,831	56,550	PT01	0.320	05/17/2012	05/17/2012	5,522	110	0	0	14.61%	48.16%	40145	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	05/17/2012	1067	6,329	328	369	0	0	TAYLOR, MARY MARGA	
Gym Attendant		G011	15,113	35,831	56,550	PT01	0.387	01/17/2014	01/17/2014	6,107	122	0	0	21.05%	44.08%	40146	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	01/17/2014	457	7,393	973	191	0	0	TAYLOR, ROBERT JOS	
Recreation Supervisor		R002	15,113	35,831	56,550	PT01	0.613	09/14/2009	09/14/2009	10,585	212	0	0	20.72%	48.16%	40147	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	09/14/2009	2043	12,778	628	1,353	0	0	TEICHMAN II, JOHN R.	
Pool Manager		P054	15,113	35,831	56,550	PT01	0.513	09/14/2005	09/14/2005	12,513	250	0	0	2.00%	68.03%	40148	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	09/14/2005	3504	12,763	0	0	0	0	TEPLY, MATTHEW ALL	
Front Desk Attendant		F021	15,113	35,831	56,550	PT01	0.420	11/04/2009	11/04/2009	6,839	137	0	0	27.61%	45.44%	40149	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	11/04/2009	1992	8,727	848	903	0	0	TOMLIN, SANDRA MITC	
Facility Attendant		F001	15,113	35,831	56,550	PT01	0.380	07/01/2015	07/01/2015	6,187	124	0	0	14.40%	45.44%	40110	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	07/01/2015	0	7,078	767	0	0	0	VACANT, VACANT	
PART-TIME TENNIS SHOP MANAGER		P071	15,113	35,831	56,550	PT01	0.713	01/01/2015	01/01/2015	15,113	302	0	0	2.00%	59.13%	40224	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	01/01/2015	0	15,415	0	0	0	0	VACANT, VACANT	
Weight Room Attendant		W004	15,113	35,831	56,550	PT01	0.407	07/01/2015	07/01/2015	6,423	128	0	0	17.93%	44.08%	40070	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	07/01/2015	0	7,575	1,023	0	0	0	VACANT, VACANT	
Weight Room Attendant		W004	15,113	35,831	56,550	PT01	0.233	01/31/2015	01/31/2015	3,686	74	0	0	17.93%	44.08%	40200	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	01/31/2015	0	4,346	587	0	0	0	VACANT, VACANT	
Facility Attendant		F001	15,113	35,831	56,550	PT01	0.127	07/01/2015	07/01/2015	2,062	41	0	0	14.40%	45.44%	40014	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	07/01/2015	0	2,359	256	0	0	0	VACANT, VACANT	
Weight Room Attendant		W004	15,113	35,831	56,550	PT01	0.640	03/22/2013	03/22/2013	10,109	202	0	0	23.11%	44.08%	40158	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	03/22/2013	758	12,445	1,610	524	0	0	WALLACE, DORRIS MO	
Program Assistant		P059	15,113	35,831	56,550	PT01	0.200	04/05/2005	04/05/2005	4,037	81	0	0	11.91%	56.33%	40159	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	04/05/2005	3666	4,517	0	400	0	0	WALLACE, KATHERINE	
Facility Attendant		F001	15,113	35,831	56,550	PT01	0.120	08/23/2004	08/23/2004	1,954	39	0	0	40.20%	45.44%	40161	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	08/23/2004	3891	2,739	242	504	0	0	WEBB, BENJAMIN K.	
Fitness/Wellness Coordinator		F017	15,113	35,831	56,550	PT01	0.547	01/20/2006	01/20/2006	15,905	318	0	0	2.00%	81.20%	40191	
Fitness/Wellness Coordinator		F017	18,627	24,960	30,451	101	0	260	01/20/2006	3376	16,223	0	0	0	0	JOINES, JENNIFER L.	
Fitness/Wellness Coordinator		F017	15,113	35,831	56,550	PT01	0.267	11/06/2014	11/06/2014	7,758	155	0	0	2.00%	81.19%	40206	
Fitness/Wellness Coordinator		F017	18,627	24,960	30,451	101	0	260	11/06/2014	0	7,913	0	0	0	0	MCDANIEL, VICTORIA	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.533	12/17/2014	12/17/2014	8,944	179	0	0	11.07%	46.80%	40005	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	12/14/2014	0	9,934	811	0	0	0	BARBER, KATHERINE	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: PART-TIME RECREATION Dept Code: 712

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
Lifeguard	L012		15,113	35,831	56,550	PT01	0.360	05/17/2012	05/17/2012	6,037	121	0	0	17.94%	46.80%	40003	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/17/2012	1067	7,120	548	415	0	0	BARRETT, CASSIDY NI	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.400	04/30/2013	04/30/2013	6,708	134	0	0	15.70%	46.80%	40006	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	04/30/2013	719	7,761	609	311	0	0	BETTS, SAMUEL PARK	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.447	05/10/2011	05/10/2011	7,491	150	0	0	20.34%	46.80%	40011	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/10/2011	1440	9,015	680	695	0	0	BLACKWELL, AUSTIN T	
Opening Lifeguard	O003		15,113	35,831	56,550	PT01	0.393	05/10/2011	05/10/2011	7,363	147	0	0	7.81%	52.24%	40171	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/10/2011	1440	7,938	0	428	0	0	BLACKWELL, AUSTIN T	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.327	05/09/2013	05/09/2013	5,478	110	0	0	15.64%	46.80%	40013	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/09/2013	710	6,335	497	250	0	0	BROWN, KARA LYNN	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.407	06/16/2010	06/16/2010	6,820	136	0	0	22.46%	46.80%	40016	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	06/16/2010	1768	8,351	619	776	0	0	BURROWS, MORGAN S	
Opening Lifeguard	O003		15,113	35,831	56,550	PT01	0.167	05/10/2012	05/10/2012	3,120	62	0	0	5.70%	52.24%	40172	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/10/2012	1074	3,298	0	115	0	0	BURROWS, DEVIN CHA	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.493	05/10/2012	05/10/2012	8,273	165	0	0	17.99%	46.80%	40015	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/10/2012	1074	9,761	751	572	0	0	BURROWS, DEVIN CHA	
Head Lifeguard	H002		15,113	35,831	56,550	PT01	0.533	07/01/2015	12/18/2014	9,724	194	0	0	2.16%	50.88%	40196	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	12/18/2014	0	9,934	16	0	0	0	BURROWS, MORGAN	
Opening Lifeguard	O003		15,113	35,831	56,550	PT01	0.347	05/08/2012	05/08/2012	6,490	130	0	0	5.71%	52.24%	40178	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/08/2012	1076	6,860	0	241	0	0	CARPENTER, TYLER MI	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.187	05/08/2012	05/08/2012	3,130	63	0	0	18.00%	46.80%	40024	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/08/2012	1076	3,694	284	217	0	0	CARPENTER, TYLER MI	
Opening Lifeguard	O003		15,113	35,831	56,550	PT01	0.127	05/10/2011	05/10/2011	2,371	47	0	0	7.81%	52.24%	40177	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/10/2011	1440	2,556	0	138	0	0	CARPENTER, SPENCE	
Head Lifeguard	H002		15,113	35,831	56,550	PT01	0.507	05/10/2011	05/10/2011	9,238	185	0	0	10.69%	50.88%	40023	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/10/2011	1440	10,225	15	788	0	0	CARPENTER, SPENCE	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.287	05/30/2012	05/30/2012	4,807	96	0	0	17.86%	46.80%	40026	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/30/2012	1054	5,666	436	326	0	0	CARTER, THOMAS DAV	
Head Lifeguard	H002		15,113	35,831	56,550	PT01	0.533	12/16/2014	12/16/2014	9,724	194	0	0	2.16%	50.88%	40052	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	12/16/2014	0	9,934	16	0	0	0	GILLUM, JORDAN	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.413	05/24/2012	05/24/2012	6,932	139	0	0	17.90%	46.80%	40050	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/24/2012	1060	8,172	629	473	0	0	GILLUM, JORDAN ASHL	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.533	02/06/2015	02/06/2015	8,944	179	0	0	11.07%	46.80%	40041	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	02/06/2015	0	9,934	811	0	0	0	GRAVITT, DAVID	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.360	05/17/2011	05/17/2011	6,037	121	0	0	20.30%	46.80%	40054	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/17/2011	1433	7,263	548	557	0	0	HAITHCOTE, ALLISON	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: PART-TIME RECREATION Dept Code: 712

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
Lifeguard		L012	15,113	35,831	56,550	PT01	0.807	05/19/2014	05/19/2014	13,528	271	0	0	11.07%	46.80%	40152	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/19/2014	0	15,026	1,227	0	0	0	HALE, SUSANNAH	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.433	04/30/2013	04/30/2013	7,267	145	0	0	15.70%	46.80%	40056	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	04/30/2013	719	8,408	659	336	0	0	HALL, CHRISTOPHER B	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.233	05/18/2011	05/18/2011	3,913	78	0	0	20.29%	46.80%	40066	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/18/2011	1432	4,707	355	361	0	0	HOBBY, BRICE LOGAN	
Opening Lifeguard		O003	15,113	35,831	56,550	PT01	0.393	05/18/2011	05/18/2011	7,363	147	0	0	7.76%	52.24%	40186	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/18/2011	1432	7,935	0	424	0	0	HOBBY, BRICE LOGAN	
Opening Lifeguard		O003	15,113	35,831	56,550	PT01	0.167	05/10/2011	05/10/2011	3,120	62	0	0	7.81%	52.24%	40188	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/10/2011	1440	3,364	0	181	0	0	HONEYCUTT, KENNET	
Head Lifeguard		H002	15,113	35,831	56,550	PT01	0.460	05/10/2011	05/10/2011	8,387	168	0	0	10.69%	50.88%	40189	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/10/2011	1440	9,284	14	715	0	0	HONEYCUTT, KENNET	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.560	06/04/2014	06/04/2014	9,391	188	0	0	11.07%	46.80%	40042	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	06/04/2014	0	10,431	852	0	0	0	HUFSTEDLER, CHAD	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.600	05/10/2011	05/10/2011	9,770	195	0	0	23.95%	45.44%	40078	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/10/2011	1440	12,109	1,211	933	0	0	KLAPP, WARREN LEE	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.560	04/30/2013	04/30/2013	9,391	188	0	0	15.70%	46.80%	40088	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	04/30/2013	719	10,866	852	435	0	0	MANIS, JESSICA PEYT	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.713	05/27/2014	05/27/2014	11,963	239	0	0	11.07%	46.80%	40053	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/27/2014	0	13,287	1,085	0	0	0	MASSARO, HENRY	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.413	04/30/2013	04/30/2013	6,932	139	0	0	15.70%	46.80%	40094	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	04/30/2013	719	8,020	629	321	0	0	MCKINSTRY, THOMAS	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.320	05/09/2013	05/09/2013	5,366	107	0	0	15.64%	46.80%	40096	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/09/2013	710	6,206	487	245	0	0	MILLER, OLIVIA MADICY	
Opening Lifeguard		O003	15,113	35,831	56,550	PT01	0.167	05/17/2012	05/17/2012	3,120	62	0	0	5.66%	52.24%	40203	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/17/2012	1067	3,297	0	114	0	0	MILLER, VIRGINIA M.	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.507	05/17/2012	05/17/2012	8,497	170	0	0	17.94%	46.80%	40097	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/17/2012	1067	10,021	771	584	0	0	MILLER, VIRGINIA M.	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.727	05/15/2013	05/15/2013	12,186	244	0	0	15.61%	46.80%	40113	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/15/2013	704	14,088	1,106	552	0	0	PEWITT, DILLON SCOT	
Opening Lifeguard		O003	15,113	35,831	56,550	PT01	0.273	05/15/2013	05/15/2013	5,117	102	0	0	3.56%	52.24%	40208	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/15/2013	704	5,299	0	80	0	0	PEWITT, DILLON SCOT	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.207	05/26/2011	05/26/2011	3,466	69	0	0	20.24%	46.80%	40116	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/26/2011	1424	4,167	314	318	0	0	PIETY, JESSICA ROSE	
Head Lifeguard		H002	15,113	35,831	56,550	PT01	0.447	05/26/2011	05/26/2011	7,491	150	0	0	20.24%	46.80%	40209	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/26/2011	1424	9,007	680	687	0	0	PIETY, JESSICA ROSE	

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Dep't Name: PART-TIME RECREATION Dep't Code: 712

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.253		05/15/2013	05/15/2013	4,248	85	0	0	15.61%	46.80%	40127
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/15/2013	704	4,911	385	193	0	0	SAUPE, JOHN SANFOR	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.560		05/15/2014	05/15/2014	9,391	188	0	0	11.07%	46.80%	40100
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/15/2014	0	10,431	852	0	0	0	SCOLLON, ANNA	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.593		05/27/2011	05/27/2011	9,950	199	0	0	20.24%	46.80%	40136
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/27/2011	1423	11,964	903	912	0	0	SNYDER, WILLIAM JAM	
Opening Lifeguard		O003	15,113	35,831	56,550	PT01	0.273		05/27/2011	05/27/2011	5,117	102	0	0	7.71%	52.24%	40216
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/27/2011	1423	5,511	0	292	0	0	SNYDER, WILLIAM JAM	
Opening Lifeguard		O003	15,113	35,831	56,550	PT01	0.227		05/17/2012	05/17/2012	4,243	85	0	0	5.66%	52.24%	40217
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/17/2012	1067	4,483	0	155	0	0	STAMPLEY, MADDOX G	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.393		05/17/2012	05/17/2012	6,596	132	0	0	17.94%	46.80%	40137
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/17/2012	1067	7,780	598	453	0	0	STAMPLEY, MADDOX G	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.400		05/10/2012	05/10/2012	6,708	134	0	0	17.99%	46.80%	40138
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/10/2012	1074	7,915	609	464	0	0	STOLZE, JACOB RYAN	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.533		12/18/2014	12/18/2014	8,944	179	0	0	11.07%	46.80%	40167
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	12/18/2014	0	9,934	811	0	0	0	UMBERGER, JACOB	
Lifeguard		L012	15,113	35,831	56,550	PT01	1.067		07/01/2015	07/01/2015	18,726	375	0	0	2.00%	52.26%	40175
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	07/01/2015	0	19,101	0	0	0	0	Vacant, Vacant	
Opening Lifeguard		O003	15,113	35,831	56,550	PT01	0.240		07/01/2015	07/01/2015	4,493	90	0	0	2.00%	52.24%	40169
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	07/01/2015	0	4,583	0	0	0	0	VACANT, VACANT	
Opening Lifeguard		O003	15,113	35,831	56,550	PT01	0.373		06/01/2015	06/01/2015	6,989	140	0	0	2.00%	52.24%	40184
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	06/01/2015	0	7,129	0	0	0	0	VACANT, VACANT	
Lifeguard		L012	15,113	35,831	56,550	PT01	1.000		07/01/2015	07/01/2015	18,627	373	0	0	2.00%	51.99%	40175
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	07/01/2015	0	19,000	0	0	0	0	Vacant, Vacant	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.447		01/31/2015	01/31/2015	7,491	150	0	0	11.07%	46.80%	40142
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	01/31/2015	0	8,320	680	0	0	0	VACANT, VACANT	
Opening Lifeguard		O003	15,113	35,831	56,550	PT01	0.447		01/31/2015	01/31/2015	8,362	167	0	0	2.00%	52.24%	40218
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	01/31/2015	0	8,529	0	0	0	0	VACANT, VACANT	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.340		01/31/2015	01/31/2015	5,702	114	0	0	11.07%	46.80%	40143
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	01/31/2015	0	6,333	517	0	0	0	VACANT, VACANT	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.273		01/31/2015	01/31/2015	4,584	92	0	0	11.07%	46.80%	40117
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	01/31/2015	0	5,091	416	0	0	0	VACANT, VACANT	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.567		01/31/2015	01/31/2015	9,503	190	0	0	11.07%	46.80%	40043
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	01/31/2015	0	10,555	862	0	0	0	VACANT, VACANT	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.253		01/31/2015	01/31/2015	4,248	85	0	0	11.07%	46.80%	40124
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	01/31/2015	0	4,719	385	0	0	0	VACANT, VACANT	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: PART-TIME RECREATION Dept Code: 712

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
Lifeguard	L012		15,113	35,831	56,550	PT01	0.520	01/31/2015	01/31/2015	8,720	174	0	0	11.07%	46.80%	40076	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	01/31/2015	0	9,686	791	0	0		VACANT, VACANT	
Head Lifeguard	H002		15,113	35,831	56,550	PT01	1.000	07/01/2015	07/01/2015	18,627	373	0	0	2.00%	51.99%	40174	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	19,000	0	0	0		Vacant, Vacant	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.193	07/01/2015	07/01/2015	3,242	65	0	0	11.07%	46.80%	40061	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	3,601	294	0	0		VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.387	01/31/2015	01/31/2015	6,484	130	0	0	11.07%	46.80%	40032	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	01/31/2015	0	7,202	588	0	0		VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.467	01/31/2015	01/31/2015	7,826	157	0	0	11.07%	46.80%	40102	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	01/31/2015	0	8,693	710	0	0		VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.433	01/31/2015	01/31/2015	7,267	145	0	0	11.07%	46.80%	40020	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	01/31/2015	0	8,072	659	0	0		VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.407	07/01/2015	07/01/2015	6,820	136	0	0	11.07%	46.80%	40125	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	7,575	619	0	0		VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.167	07/01/2015	07/01/2015	2,795	56	0	0	11.07%	46.80%	40077	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	3,104	254	0	0		VACANT, VACANT	
Opening Lifeguard	O003		15,113	35,831	56,550	PT01	0.553	01/31/2015	01/31/2015	10,358	207	0	0	2.00%	52.24%	40183	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	01/31/2015	0	10,566	0	0	0		VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.453	01/31/2015	01/31/2015	7,602	152	0	0	11.07%	46.80%	40123	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	01/31/2015	0	8,444	690	0	0		VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.360	07/01/2015	07/01/2015	6,037	121	0	0	11.07%	46.80%	40059	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	6,706	548	0	0		VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.253	07/01/2015	07/01/2015	4,248	85	0	0	11.07%	46.80%	40126	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	4,719	385	0	0		VACANT, VACANT	
Head Lifeguard	H002		15,113	35,831	56,550	PT01	0.493	07/01/2015	07/01/2015	8,995	180	0	0	2.16%	50.88%	40213	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	9,189	15	0	0		VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.353	05/17/2012	05/17/2012	5,925	119	0	0	17.94%	46.80%	40155	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/17/2012	1067	6,989	538	407	0		WALDECKER, SETH D.	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.253	04/30/2013	04/30/2013	4,248	85	0	0	15.70%	46.80%	40166	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	04/30/2013	719	4,915	385	197	0		WILSON, AUSTIN KELL	
Special Program Instructor - Project GO!	S018		15,113	35,831	56,550	PT01	0.513	06/01/1992	06/01/1992	9,109	182	0	0	55.83%	49.52%	40009	
PROGRAM SPECIALIST	P062		18,627	24,960	30,451	101	0	260	06/01/1992	8357	14,194	271	4,632	0		BINGHAM, STEVE A.	
Special Program Instructor - Project GO!	S018		15,113	35,831	56,550	PT01	0.493	02/04/2014	02/04/2014	8,754	175	0	0	7.64%	49.52%	40025	
PROGRAM SPECIALIST	P062		18,627	24,960	30,451	101	0	260	02/04/2014	439	9,423	260	234	0		CARTER, DEMITRI VAS	
Special Program Instructor	S017		15,113	35,831	56,550	PT01	0.220	03/09/2004	03/09/2004	3,904	78	0	0	29.66%	49.52%	40182	
PROGRAM SPECIALIST	P062		18,627	24,960	30,451	101	0	260	03/09/2004	4058	5,062	116	964	0		FIELD, RICKEY O'NEAL	

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Proposed Pay Plan Unified

Dep't Name: PART-TIME RECREATION Dept Code: 712

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
Special Program Instructor		S017	15,113	35,831	56,550	PT01	0.413		06/12/2013	06/12/2013	7,335	147	0	0	9.08%	49.52%	40198
PROGRAM SPECIALIST		P062	18,627	24,960	30,451	101	0	260	06/12/2013	676	8,001	218	302	0	0	MAY, BRENTON GREG	
Special Program Instructor - Project GO!		S018	15,113	35,831	56,550	PT01	0.460		02/04/2014	02/04/2014	8,163	163	0	0	7.64%	49.52%	40111
PROGRAM SPECIALIST		P062	18,627	24,960	30,451	101	0	260	02/04/2014	439	8,786	242	218	0	0	PETERMAN, KIMBERLY	
Special Program Instructor - Project GO!		S018	15,113	35,831	56,550	PT01	0.493		10/10/2012	10/10/2012	8,754	175	0	0	10.57%	49.52%	40135
PROGRAM SPECIALIST		P062	18,627	24,960	30,451	101	0	260	10/10/2012	921	9,680	260	491	0	0	SMITH, LEEARTRIOUS	
Special Program Instructor		S017	15,113	35,831	56,550	PT01	0.493		07/01/2015	07/01/2015	8,754	175	0	0	4.97%	49.52%	40212
PROGRAM SPECIALIST		P062	18,627	24,960	30,451	101	0	260	07/01/2015	0	9,189	260	0	0	0	VACANT, VACANT	
Exercise Instructor		E008	15,113	35,831	56,550	PT01	0.207		02/08/2013	02/08/2013	8,302	0	0	0	0.00%	112.11%	40012
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	02/08/2013	800	8,302	0	0	0	0	BRADY, ROGER M.	
Swim Instructor		S026	15,113	35,831	56,550	PT01	0.133		05/10/2012	05/10/2012	2,756	55	0	0	2.00%	57.69%	40173
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	05/10/2012	1074	2,811	0	0	0	0	BURROWS, DEVIN CHA	
Tot Watch Attendant		T005	15,113	35,831	56,550	PT01	0.300		02/04/2010	02/04/2010	4,739	95	0	0	30.92%	44.08%	40018
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	02/04/2010	1900	6,204	755	616	0	0	CAMP, TINA MARZETTE	
Exercise Instructor		E008	15,113	35,831	56,550	PT01	0.207		09/08/2011	09/08/2011	8,302	0	0	0	0.00%	112.11%	40064
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	09/08/2011	1319	8,302	0	0	0	0	HILLSMAN, KIMBERLY J	
Swim Instructor		S026	15,113	35,831	56,550	PT01	0.127		05/18/2011	05/18/2011	2,618	52	0	0	2.00%	57.69%	40187
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	05/18/2011	1432	2,671	0	0	0	0	HOBBY, BRICE LOGAN	
Personal Trainer		P039	15,113	35,831	56,550	PT01	0.107		01/30/2013	01/30/2013	4,285	0	0	0	0.00%	112.11%	40199
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	01/30/2013	809	4,285	0	0	0	0	MCDANIEL, VICTORIA S	
Exercise Instructor		E008	15,113	35,831	56,550	PT01	0.133		01/30/2013	01/30/2013	5,356	0	0	0	0.00%	112.11%	40093
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	01/30/2013	809	5,356	0	0	0	0	MCDANIEL, VICTORIA S	
Water Exercise Instructor		W001	15,113	35,831	56,550	PT01	0.233		05/02/1995	05/02/1995	9,373	0	0	0	0.00%	112.11%	40201
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	05/02/1995	7292	9,373	0	0	0	0	MILLER, MARJORIE A.	
Sr Fitness Instructor		S019	15,113	35,831	56,550	PT01	0.147		05/02/1995	05/02/1995	5,892	0	0	0	0.00%	112.11%	40202
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	05/02/1995	7292	5,892	0	0	0	0	MILLER, MARJORIE A.	
Water Exercise Instructor		W001	15,113	35,831	56,550	PT01	0.107		03/06/2006	03/06/2006	4,285	0	0	0	0.00%	112.11%	40099
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	03/06/2006	3331	4,285	0	0	0	0	MOSEY, ROSE ANN	
Personal Trainer		P039	15,113	35,831	56,550	PT01	0.147		03/06/2006	03/06/2006	5,892	0	0	0	0.00%	112.11%	40204
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	03/06/2006	3331	5,892	0	0	0	0	MOSEY, ROSE ANN	
Exercise Instructor		E008	15,113	35,831	56,550	PT01	0.153		09/09/2008	09/09/2008	6,159	0	0	0	0.00%	112.11%	40103
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	09/09/2008	2413	6,159	0	0	0	0	OGG, JANE MARIE	
Water Exercise Instructor		W001	15,113	35,831	56,550	PT01	0.253		11/22/2010	11/22/2010	10,176	0	0	0	0.00%	112.11%	40131
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	11/22/2010	1609	10,176	0	0	0	0	SHADRICK, CYNTHIA J	
Swim Instructor		S026	15,113	35,831	56,550	PT01	0.227		07/01/2015	07/01/2015	4,685	94	0	0	2.00%	57.69%	40214
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	07/01/2015	0	4,779	0	0	0	0	VACANT, VACANT	

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Proposed Pay Plan Unified

Dep't Name: PART-TIME RECREATION Dept Code: 712

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
Swim Instructor		S026	15,113	35,831	56,550	PT01		0.113	07/01/2015	07/01/2015	2,343	47	0	0	2.00%	57.69%	40170
RECREATION SERVICES ASSISTANT	P039		18,627	24,960	30,451	101	0	260	07/01/2015		0	2,389	0	0	0		VACANT, VACANT
Swim Instructor		S026	15,113	35,831	56,550	PT01		0.200	01/31/2015	01/31/2015	3,354	67	0	0	11.07%	46.80%	40211
RECREATION SERVICES ASSISTANT	P039		18,627	24,960	30,451	101	0	260	01/31/2015		0	3,725	304	0	0		VACANT, VACANT
Swim Instructor		S026	15,113	35,831	56,550	PT01		0.167	01/31/2015	01/31/2015	3,445	69	0	0	2.00%	57.69%	40179
RECREATION SERVICES ASSISTANT	P039		18,627	24,960	30,451	101	0	260	01/31/2015		0	3,514	0	0	0		VACANT, VACANT
Temporary Assist. Aquatic Coordinator	T002		15,113	35,831	56,550	PT01		0.300	01/31/2015	01/31/2015	8,728	175	0	0	2.00%	81.20%	40180
RECREATION SERVICES ASSISTANT	P039		18,627	24,960	30,451	101	0	260	01/31/2015		0	8,903	0	0	0		VACANT, VACANT
Tot Watch Attendant	T005		15,113	35,831	56,550	PT01		0.147	01/31/2015	01/31/2015	2,317	46	0	0	17.93%	44.08%	40069
RECREATION SERVICES ASSISTANT	P039		18,627	24,960	30,451	101	0	260	01/31/2015		0	2,732	369	0	0		VACANT, VACANT
Tot Watch Attendant	T005		15,113	35,831	56,550	PT01		0.553	03/17/2004	03/17/2004	8,740	175	0	0	45.62%	44.08%	40153
RECREATION SERVICES ASSISTANT	P039		18,627	24,960	30,451	101	0	260	03/17/2004	4050	12,727	1,392	2,420	0	0		VAUGHTER, EMMA L.

Summary for

Current Payroll	\$1,465,250	# Positions	186
Flat 2% Adjustment	\$27,843	# Positions Adjusted (any type)	175 # Not Adj 11
Adjustment To Minimum	\$141,596	# Adjusted To Minimum	136
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$65,287	# Adjusted Toward Maximum	104
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$234,726		
Proposed Payroll	\$1,699,976	% Change	16.02%

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Dep't Name: PART-TIME RECREATION Dep't Code: 712

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
Gym Supervisor		G012	15,113	35,831	56,550	PT01	0.320	01/15/2015	01/15/2015	6,458	129	0	0	2.00%	56.33%	40310	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	01/15/2015	0	6,588	0	0	0	0	KEELING, MITCHELL	
PART-TIME ASSISTANT OPERATIONS C		P070	15,113	35,831	56,550	PT01	0.400	12/08/2014	12/08/2014	11,638	233	0	0	2.00%	81.20%	40314	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	12/08/2014	0	11,870	0	0	0	0	LYONS, PIERRE	
Head Lifeguard		H002	15,113	35,831	56,550	PT01	0.533	12/19/2014	12/19/2014	9,724	194	0	0	2.16%	50.88%	40311	
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	12/19/2014	0	9,934	16	0	0	0	CARPENTER, TYLER	
Program Specialist		P062	15,113	35,831	56,550	PT01	0.693	02/09/2015	02/09/2015	13,993	280	0	0	2.00%	56.33%	40316	
PROGRAM SPECIALIST		P062	18,627	24,960	30,451	101	0	260	02/09/2015	0	14,273	0	0	0	0	HATCHER, HEATHER	
Personal Trainer		P039	15,113	35,831	56,550	PT01	0.107	12/12/2014	12/12/2014	4,285	0	0	0	0.00%	112.11%	40309	
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	12/12/2014	0	4,285	0	0	0	0	MARFIELD, CHRISTOP	

Summary for

Current Payroll		\$46,098	# Positions	5
Flat 2% Adjustment	\$836		# Positions Adjusted (any type)	4 # Not Adj 1
Adjustment To Minimum	\$16		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$852			
Proposed Payroll		\$46,950	% Change	1.85%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: PART-TIME RECREATION Dep't Code: 712

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for PART-TIME RECREATION

Current Payroll	\$1,511,348	# Positions	191
Flat 2% Adjustment	\$28,679	# Positions Adjusted (any type)	179 # Not Adj 12
Adjustment To Minimum	\$141,612	# Adjusted To Minimum	137
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$65,287	# Adjusted Toward Maximum	104
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$235,578		
Proposed Payroll	\$1,746,926	% Change	15.59%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: PLANNING Dep't Code: 611

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
DIRECTOR		D008	73,593	91,990	107,353	181		1.000	01/31/2015	01/31/2015	73,654	1,473	0	0	10.71%	80.07%	9900
DIRECTOR - PLANNING		D011	81,539	97,846	119,373	129	0	260	01/31/2015	0	81,539	6,412	0	0	0		VACANT, VACANT
PRINCIPAL PLANNER		P058	52,362	65,061	75,925	146		1.000	09/04/2001	08/04/2006	67,092	1,342	0	0	2.00%	103.12%	10000
PRINCIPAL PLANNER		P058	52,561	63,073	76,949	120	0	260	08/04/2006	3180	68,434	0	0	0	0		BLOMELEY, MATTHEW
PRINCIPAL PLANNER		P058	52,362	65,061	75,925	146		1.000	01/31/2005	10/10/2011	62,893	1,258	0	0	2.00%	96.67%	10001
PRINCIPAL PLANNER		P058	52,561	63,073	76,949	120	0	260	10/10/2011	1287	64,151	0	0	0	0		GREEN, MARGARET AN
PLANNER		P041	45,999	57,154	66,699	128		1.000	10/30/2000	10/30/2000	66,351	121	0	0	0.18%	116.09%	10100
PLANNER		P041	45,404	54,485	66,471	117	0	260	10/30/2000	5284	66,471	0	0	0	0		LEWIS, ROBERT J.
PLANNER		P041	45,999	57,154	66,699	128		1.000	09/16/2013	09/16/2013	45,999	920	0	0	2.00%	80.48%	10101
PLANNER		P041	45,404	54,485	66,471	117	0	260	09/16/2013	580	46,919	0	0	0	0		ORNELAS II, JOSE LUIS
Administrative Support Specialist		A007	33,383	38,307	43,958	051	6	1.000	10/09/2000	10/09/2000	41,035	821	0	0	2.00%	107.12%	10301
ADMINISTRATIVE AIDE II		A005	33,881	40,657	49,602	111	0	260	10/09/2000	5305	41,856	0	0	0	0		JACO, ANNE CAROLYN
Administrative Support Specialist		A007	33,383	38,307	43,958	051	3	1.000	03/23/2006	03/23/2006	37,012	740	0	0	2.00%	96.62%	10300
ADMINISTRATIVE SUPPORT SPECIALIST		A007	30,731	36,877	44,990	109	0	260	03/23/2006	3314	37,752	0	0	0	0		DAVIS, BRENDA K.

Summary for

Current Payroll		\$394,036	# Positions	7
Flat 2% Adjustment	\$6,674		# Positions Adjusted (any type)	7 # Not Adj 0
Adjustment To Minimum	\$6,412		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$13,086			
Proposed Payroll		\$407,122	% Change	3.32%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: PLANNING Dep't Code: 611

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for PLANNING

Current Payroll		\$394,036	# Positions	7
Flat 2% Adjustment	\$6,674		# Positions Adjusted (any type)	7 # Not Adj 0
Adjustment To Minimum	\$6,412		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$13,086			
Proposed Payroll		\$407,122	% Change	3.32%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#			Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed								Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
POLICE CHIEF		P046	89,331	110,994	129,530	192	1.000		12/01/1976	09/01/2003	117,815	2,356	0	0	2.00%	106.15%	10400
POLICE CHIEF		P046	94,391	113,269	138,189	132	0	260	09/01/2003	4248	120,172	0	0	0	0		CHRISMAN, WILLIAM G.
DEPUTY POLICE CHIEF		D005	77,447	96,227	112,297	184	1.000		06/20/1988	10/04/2010	93,022	1,860	0	0	2.00%	96.67%	10500
DEPUTY POLICE CHIEF		D005	77,656	93,187	113,688	128	0	260	10/04/2010	1658	94,882	0	0	0	0		BOWEN, MICHAEL M.
ASSISTANT POLICE CHIEF		A028	67,061	83,323	97,238	172	1.000		01/23/1978	11/07/2006	89,191	1,784	0	0	2.00%	107.04%	10600
ASSISTANT POLICE CHIEF		A028	67,082	80,498	98,208	125	0	260	11/07/2006	3085	90,975	0	0	0	0		FIELDS, ROY L.
POLICE MAJOR		P049	62,367	77,491	90,431	163	1.000		10/03/1978	11/04/2003	83,324	1,666	0	0	2.00%	107.53%	10700
POLICE MAJOR		P049	63,888	76,665	93,532	124	0	260	11/04/2003	4184	84,991	0	0	0	0		ADKISON JR., CLYDE W
POLICE MAJOR		P049	62,367	77,491	90,431	163	1.000		03/09/1987	08/12/2011	72,376	1,448	0	0	2.00%	93.40%	10701
POLICE MAJOR		P049	63,888	76,665	93,532	124	0	260	08/12/2011	1346	73,824	0	0	0	0		COOK, ERIC E.
POLICE MAJOR		P049	62,367	77,491	90,431	163	1.000		04/18/1977	08/12/2011	74,910	1,498	0	0	2.00%	96.67%	10702
POLICE MAJOR		P049	63,888	76,665	93,532	124	0	260	08/12/2011	1346	76,408	0	0	0	0		FLAGG, ANITA S. DAVIS
POLICE MAJOR		P049	62,367	77,491	90,431	163	1.000		08/06/1984	12/06/2006	83,324	1,666	0	0	2.00%	107.53%	10703
POLICE MAJOR		P049	63,888	76,665	93,532	124	0	260	12/06/2006	3056	84,991	0	0	0	0		HUDGENS, DAVID R.
POLICE CAPTAIN		P045	64,105	73,561	84,414	160	1	1.000	07/19/1999	10/04/2013	64,105	1,282	0	0	2.00%	87.14%	10800
POLICE CAPTAIN		P045	60,845	73,015	89,078	123	0	260	10/04/2013	562	65,387	0	0	0	0		GENSEMER, CARY A.
POLICE CAPTAIN		P045	64,105	73,561	84,414	160	2	1.000	01/03/1994	08/31/2011	68,671	1,373	0	0	2.00%	93.35%	10801
POLICE CAPTAIN		P045	60,845	73,015	89,078	123	0	260	08/31/2011	1327	70,044	0	0	0	0		MCDANIEL, NATHAN G.
POLICE CAPTAIN		P045	64,105	73,561	84,414	160	2	1.000	05/04/1992	12/29/2010	68,671	1,373	0	0	2.00%	93.35%	10802
POLICE CAPTAIN		P045	60,845	73,015	89,078	123	0	260	12/29/2010	1572	70,044	0	0	0	0		SMITH, ALAN A.
COMMUNICATIONS SUPERVISOR		C012	43,046	49,396	56,683	099	1	1.000	05/12/2008	05/22/2012	44,553	891	0	0	2.00%	90.20%	11300
COMMUNICATIONS SHIFT SUPERVISOR		C012	39,222	47,066	57,420	114	0	260	05/22/2012	1062	45,444	0	0	0	0		AYRES, STEPHANIE JE
COMMUNICATIONS SUPERVISOR		C012	43,046	49,396	56,683	099	2	1.000	09/11/2006	06/04/2010	46,113	922	0	0	2.00%	93.35%	11301
COMMUNICATIONS SHIFT SUPERVISOR		C012	39,222	47,066	57,420	114	0	260	06/04/2010	1780	47,035	0	0	0	0		CALLAHAN, LINDSAY W
COMMUNICATIONS SUPERVISOR		C012	43,046	49,396	56,683	099	1	1.000	08/23/2004	05/22/2012	44,553	891	0	0	2.00%	90.20%	11302
COMMUNICATIONS SHIFT SUPERVISOR		C012	39,222	47,066	57,420	114	0	260	05/22/2012	1062	45,444	0	0	0	0		EARP, ELLEN COURTN
COMMUNICATIONS SUPERVISOR		C012	43,046	49,396	56,683	099	2	1.000	08/23/2004	09/10/2007	46,113	922	0	0	2.00%	93.35%	11303
COMMUNICATIONS SHIFT SUPERVISOR		C012	39,222	47,066	57,420	114	0	260	09/10/2007	2778	47,035	0	0	0	0		GREEN, REBECCA ANN
COMMUNICATIONS SUPERVISOR		C012	43,046	49,396	56,683	099	6	1.000	04/08/1996	07/01/2000	52,914	1,058	0	0	2.00%	107.12%	11304
COMMUNICATIONS SHIFT SUPERVISOR		C012	39,222	47,066	57,420	114	0	260	07/01/2000	5405	53,973	0	0	0	0		MATTHEWS, RHONDA
COMMUNICATIONS SUPERVISOR		C012	43,046	49,396	56,683	099	1	1.000	10/17/2005	05/22/2012	44,553	891	0	0	2.00%	90.20%	11305
COMMUNICATIONS SHIFT SUPERVISOR		C012	39,222	47,066	57,420	114	0	260	05/22/2012	1062	45,444	0	0	0	0		SEWELL, ERICA L.
COMMUNICATIONS SUPERVISOR		C012	43,046	49,396	56,683	099	2	1.000	02/20/1996	08/15/2008	46,113	922	0	0	2.00%	93.35%	11306
COMMUNICATIONS SHIFT SUPERVISOR		C012	39,222	47,066	57,420	114	0	260	08/15/2008	2438	47,035	0	0	0	0		WELLS, KRISTY LYNN
CRIME DATA ANALYST		C015	38,908	44,645	51,231	077	1	1.000	03/11/2013	03/11/2013	40,269	805	0	0	2.00%	90.20%	11600
CRIME DATA ANALYST		C015	35,575	42,690	52,082	112	0	260	03/11/2013	769	41,074	0	0	0	0		MOON, CATHIA ASHLE

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
Administrative Assistant		A005	37,486	43,016	49,362	070	1	1.000	08/30/2011	08/30/2011	38,798	776	0	0	2.00%	90.19%	11700
ADMINISTRATIVE AIDE II		A005	33,881	40,657	49,602	111	0	260	08/30/2011	1328	39,574	0	0	0	0	RUDD, LAFONDA G.	
Administrative Assistant		A005	37,486	43,016	49,362	070	6	1.000	09/02/1997	07/01/2013	46,080	922	0	0	2.00%	107.12%	11701
ADMINISTRATIVE AIDE II		A005	33,881	40,657	49,602	111	0	260	07/01/2013	657	47,002	0	0	0	0	STANDRIDGE, GLENNA	
DISPATCHER		D019	30,539	35,045	40,214	034	1	1.000	03/07/2011	03/07/2011	31,608	632	0	0	8.59%	90.19%	12300
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	03/07/2011	1504	34,324	28	2,056	0	0	BAINÉ, CALE G.	
DISPATCHER		D019	30,539	35,045	40,214	034	2	1.000	10/01/2007	10/01/2007	32,715	654	0	0	10.16%	93.35%	12301
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	10/01/2007	2757	36,037	0	2,668	0	0	CHAFFIN, JENNIFER RA	
DISPATCHER		D019	30,539	35,045	40,214	034	1	1.000	06/15/2012	06/15/2012	31,608	632	0	0	6.58%	90.19%	12302
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	06/15/2012	1038	33,687	28	1,419	0	0	CHRISTIAN, JESSICA L	
DISPATCHER		D019	30,539	35,045	40,214	034	3	1.000	10/17/2005	10/17/2005	33,859	677	0	0	9.32%	96.62%	12305
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	10/17/2005	3471	37,014	0	2,477	0	0	DAVIS, CHASITY MAUR	
DISPATCHER		D019	30,539	35,045	40,214	034	1	1.000	02/16/2015	02/16/2015	30,539	611	0	0	5.66%	87.14%	12304
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	02/16/2015	0	32,268	1,118	0	0	0	DUNN, BRIANNA	
DISPATCHER		D019	30,539	35,045	40,214	034	1	1.000	03/11/2013	03/11/2013	31,608	632	0	0	5.41%	90.19%	12306
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	03/11/2013	769	33,319	28	1,051	0	0	GILLAHAN JR., MARTY	
DISPATCHER		D019	30,539	35,045	40,214	034	2	1.000	04/04/2011	04/04/2011	32,715	654	0	0	4.80%	93.35%	12307
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	04/04/2011	1476	34,286	0	916	0	0	GOAD, KATIE L.	
DISPATCHER		D019	30,539	35,045	40,214	034	1	1.000	02/16/2015	02/16/2015	30,539	611	0	0	5.66%	87.14%	12323
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	02/16/2015	0	32,268	1,118	0	0	0	JUNEAU, TIMOTHY	
DISPATCHER		D019	30,539	35,045	40,214	034	9	1.000	09/14/1987	09/14/1987	40,214	804	0	0	14.51%	114.75%	12309
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	09/14/1987	10079	46,049	0	5,030	0	0	LAWRENCE, JANIE ELA	
DISPATCHER		D019	30,539	35,045	40,214	034	9	1.000	09/07/1998	09/07/1998	40,214	804	0	0	2.00%	114.75%	12318
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	09/07/1998	6068	41,019	0	0	0	0	LEE, BETSY E.	
DISPATCHER		D019	30,539	35,045	40,214	034	2	1.000	05/03/2010	05/03/2010	32,715	654	0	0	6.21%	93.35%	12319
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	05/03/2010	1812	34,745	0	1,376	0	0	LINDER, JESSICA RAE	
DISPATCHER		D019	30,539	35,045	40,214	034	2	1.000	04/04/2011	04/04/2011	32,715	654	0	0	4.80%	93.35%	12310
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	04/04/2011	1476	34,286	0	916	0	0	MATTHEWS, TIFFANY	
DISPATCHER		D019	30,539	35,045	40,214	034	5	1.000	06/21/2004	06/21/2004	36,271	725	0	0	3.87%	103.50%	12311
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	06/21/2004	3954	37,674	0	678	0	0	MCCLURKAN, APRIL D.	
DISPATCHER		D019	30,539	35,045	40,214	034	1	1.000	02/16/2015	02/16/2015	30,539	611	0	0	5.66%	87.14%	12324
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	02/16/2015	0	32,268	1,118	0	0	0	MILLER, SAMANTHYA	
DISPATCHER		D019	30,539	35,045	40,214	034	9	1.000	04/02/2001	04/02/2001	40,214	804	0	0	2.00%	114.75%	12313
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	04/02/2001	5130	41,019	0	0	0	0	NIPPERS, SHERRY A.	
DISPATCHER		D019	30,539	35,045	40,214	034	1	1.000	02/10/2014	02/10/2014	30,539	611	0	0	7.60%	87.14%	12314
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	02/10/2014	433	32,860	1,118	592	0	0	PAYNE, JORDYN BLAIR	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
DISPATCHER		D019	30,539	35,045	40,214	034	1	1.000	09/15/2014	09/15/2014	30,539	611	0	0	5.66%	87.14%	12317
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	09/15/2014	0	32,268	1,118	0	0	0		RICE, JESSICA
DISPATCHER		D019	30,539	35,045	40,214	034	1	1.000	09/19/2011	09/19/2011	31,608	632	0	0	7.75%	90.19%	12315
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	09/19/2011	1308	34,056	28	1,788	0	0		ROWLAND, MICHELLE
DISPATCHER		D019	30,539	35,045	40,214	034	1	1.000	09/19/2011	09/19/2011	31,608	632	0	0	7.75%	90.19%	12316
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	09/19/2011	1308	34,056	28	1,788	0	0		SCOTT, CASSANDRA A
DISPATCHER		D019	30,539	35,045	40,214	034	2	1.000	06/29/2009	06/29/2009	32,715	654	0	0	7.49%	93.35%	12320
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	06/29/2009	2120	35,166	0	1,797	0	0		SMITH, FELICA AMBER
DISPATCHER		D019	30,539	35,045	40,214	034	2	1.000	05/12/2008	05/12/2008	32,715	654	0	0	9.22%	93.35%	12321
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	05/12/2008	2533	35,731	0	2,362	0	0		SWEENEY, BRANDY TE
DISPATCHER		D019	30,539	35,045	40,214	034	2	1.000	09/19/2008	09/19/2008	32,715	654	0	0	8.68%	93.35%	12322
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	09/19/2008	2403	35,553	0	2,184	0	0		THORPE, DESIR LYNN
DISPATCHER		D019	30,539	35,045	40,214	034	1	1.000	09/15/2014	09/15/2014	30,539	611	0	0	5.66%	87.14%	12312
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	09/15/2014	0	32,268	1,118	0	0	0		VASQUEZ, SANDRA
DISPATCHER		D019	30,539	35,045	40,214	034	1	1.000	09/15/2014	09/15/2014	30,539	611	0	0	5.66%	87.14%	12308
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	09/15/2014	0	32,268	1,118	0	0	0		WRYE, SHARON
Administrative Support Specialist	A007		33,383	38,307	43,958	051	2	1.000	12/02/1996	09/05/2006	35,760	715	0	0	2.00%	93.35%	12100
ADMINISTRATIVE SUPPORT SPECIALIST	A007		30,731	36,877	44,990	109	0	260	09/05/2006	3148	36,475	0	0	0	0		GARRETT, JEAN MARIA
Administrative Support Specialist	A007		33,383	38,307	43,958	051	1	1.000	10/14/2013	10/14/2013	33,382	668	0	0	2.00%	87.14%	12101
ADMINISTRATIVE SUPPORT SPECIALIST	A007		30,731	36,877	44,990	109	0	260	10/14/2013	552	34,050	0	0	0	0		MCCRIMMON, TINA MA
Administrative Support Specialist	A007		33,383	38,307	43,958	051	4	1.000	09/23/1996	07/01/2008	38,307	766	0	0	2.00%	100.00%	12102
ADMINISTRATIVE SUPPORT SPECIALIST	A007		30,731	36,877	44,990	109	0	260	07/01/2008	2483	39,074	0	0	0	0		O'BRIEN, LINDA ANN
Administrative Secretary	A006		31,018	35,594	40,845	039	6	1.000	11/10/1986	11/10/1986	38,129	763	0	0	16.07%	107.12%	12200
ADMINISTRATIVE SUPPORT SPECIALIST	A007		30,731	36,877	44,990	109	0	260	11/10/1986	10387	44,257	0	5,366	0	0		SMITH, DONNA FAYE
Administrative Support Specialist	A007		33,383	38,307	43,958	051	1	1.000	10/06/2014	10/06/2014	33,382	668	0	0	2.00%	87.14%	12103
ADMINISTRATIVE SUPPORT SPECIALIST	A007		30,731	36,877	44,990	109	0	260	10/06/2014	0	34,050	0	0	0	0		TUCKER, REBECCA
Administrative Secretary	A006		31,018	35,594	40,845	039	1	1.000	08/11/2008	08/11/2008	32,104	642	0	0	5.63%	90.19%	12201
ADMINISTRATIVE SUPPORT SPECIALIST	A007		30,731	36,877	44,990	109	0	260	08/11/2008	2442	33,911	0	1,165	0	0		VILD, ROSE M.
Administrative Support Specialist	A007		33,383	38,307	43,958	051	2	1.000	09/17/2007	09/17/2007	35,760	715	0	0	2.00%	93.35%	12104
ADMINISTRATIVE SUPPORT SPECIALIST	A007		30,731	36,877	44,990	109	0	260	09/17/2007	2771	36,475	0	0	0	0		WATSON, REISHA LEIG
POLICE EVIDENCE TECHNICIAN	P047		28,905	33,169	38,062	023	3	1.000	11/27/2000	11/27/2000	32,047	641	0	0	11.67%	96.62%	12600
POLICE EVIDENCE TECHNICIAN	P047		29,268	35,121	42,848	108	0	260	11/27/2000	5256	35,786	0	3,098	0	0		BROWN, DAWN RENEE
POLICE EVIDENCE TECHNICIAN	P047		28,905	33,169	38,062	023	2	1.000	12/29/2003	12/29/2003	30,964	619	0	0	11.06%	93.35%	12601
POLICE EVIDENCE TECHNICIAN	P047		29,268	35,121	42,848	108	0	260	12/29/2003	4129	34,388	0	2,805	0	0		CHANTHOUNPHONE, O
POLICE EVIDENCE TECHNICIAN	P047		28,905	33,169	38,062	023	2	1.000	06/21/2004	06/21/2004	30,964	619	0	0	10.36%	93.35%	12602
POLICE EVIDENCE TECHNICIAN	P047		29,268	35,121	42,848	108	0	260	06/21/2004	3954	34,171	0	2,588	0	0		GALLAGHER, DORIS JE

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
POLICE EVIDENCE TECHNICIAN	P047		28,905	33,169	38,062	023	2	1.000	05/13/2004	05/13/2004	30,964	619	0	0	10.52%	93.35%	12603
POLICE EVIDENCE TECHNICIAN	P047		29,268	35,121	42,848	108	0	260	05/13/2004	3993	34,220	0	2,637	0	0	REED, KATHY C.	
POLICE EVIDENCE TECHNICIAN	P047		28,905	33,169	38,062	023	3	1.000	02/05/2001	02/05/2001	32,047	641	0	0	11.40%	96.62%	12604
POLICE EVIDENCE TECHNICIAN	P047		29,268	35,121	42,848	108	0	260	02/05/2001	5186	35,699	0	3,011	0	0	WALLS, ROBBIE R.	
Secretary or Secretary/Receptionist	S003		25,840	29,651	34,026	010	1	1.000	01/02/2007	01/02/2007	27,680	554	0	0	2.00%	93.35%	12501
ADMINISTRATIVE SUPPORT SPECIALIST	A004		24,079	28,894	35,251	104	0	260	01/02/2007	3029	28,234	0	0	0	0	NIPPER, BETTY L.	
Secretary or Secretary/Receptionist	S003		25,840	29,651	34,026	010	9	1.000	07/26/2000	07/26/2000	34,026	681	0	0	2.00%	114.75%	12500
ADMINISTRATIVE SUPPORT SPECIALIST	A004		24,079	28,894	35,251	104	0	260	07/26/2000	5380	34,707	0	0	0	0	SWENSON, KAREN DE	
CUSTODIAN	C018		21,507	24,679	28,320	001	4	1.000	04/11/2005	04/11/2005	24,679	494	0	0	7.33%	100.00%	12800
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	04/11/2005	3660	26,489	0	1,315	0	0	CAIN, FRANK KERRY	
CUSTODIAN	C018		21,507	24,679	28,320	001	9	1.000	06/15/1987	06/15/1987	28,320	566	0	0	15.87%	114.75%	12801
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	06/15/1987	10170	32,815	0	3,928	0	0	THOMPSON, RICHARD	
PARKING OFFICER	P001		22,591	25,924	29,748	003	1	1.000	02/09/2012	02/09/2012	23,381	468	0	0	2.92%	90.19%	12700
PARKING ENVFORCEMENT AIDE	P001		22,932	27,518	33,572	103	0	260	02/09/2012	1165	24,064	0	215	0	0	BEADLE, CYNTHIA DOR	
PARKING OFFICER	P001		22,591	25,924	29,748	003	6	1.000	03/03/2003	03/03/2003	27,770	555	0	0	2.00%	107.12%	12701
PARKING ENVFORCEMENT AIDE	P001		22,932	27,518	33,572	103	0	260	03/03/2003	4430	28,325	0	0	0	0	GREENE, DEBORAH FA	
PART-TIME INFORMATION DESK	P018		15,113	35,831	56,550	PT01		0.453	10/20/2014	10/20/2014	10,254	205	0	0	2.00%	63.13%	28705
INFORMATION DESK CLERK	P018		18,627	24,960	30,451	101	0	260	10/20/2014	0	10,459	0	0	0	0	CROWE, MARCELA	
PART-TIME INFORMATION DESK	P018		15,113	35,831	56,550	PT01		0.453	06/18/2012	06/18/2012	10,254	205	0	0	2.00%	63.13%	28700
INFORMATION DESK CLERK	P018		18,627	24,960	30,451	101	0	260	06/18/2012	1035	10,459	0	0	0	0	LAMPLEY, JUDY D.	
PART-TIME INFORMATION DESK	P018		15,113	35,831	56,550	PT01		0.453	04/24/2001	04/24/2001	10,254	205	0	0	6.73%	63.13%	28701
INFORMATION DESK CLERK	P018		18,627	24,960	30,451	101	0	260	04/24/2001	5108	10,945	0	485	0	0	MCCALL, GENE ELMAN	
PART-TIME INFORMATION DESK	P018		15,113	35,831	56,550	PT01		0.453	09/10/2012	09/10/2012	10,254	205	0	0	2.00%	63.13%	28702
INFORMATION DESK CLERK	P018		18,627	24,960	30,451	101	0	260	09/10/2012	951	10,459	0	0	0	0	MCGEE, SANDRA KAY	
PART-TIME INFORMATION DESK	P018		15,113	35,831	56,550	PT01		0.453	09/06/2005	09/06/2005	10,254	205	0	0	2.00%	63.13%	28703
INFORMATION DESK CLERK	P018		18,627	24,960	30,451	101	0	260	09/06/2005	3512	10,459	0	0	0	0	PARKS, MARILYN L.	
PART-TIME INFORMATION DESK	P018		15,113	35,831	56,550	PT01		0.453	02/21/2007	02/21/2007	10,254	205	0	0	2.00%	63.13%	28704
INFORMATION DESK CLERK	P018		18,627	24,960	30,451	101	0	260	02/21/2007	2979	10,459	0	0	0	0	REEVES, ANGELA FAY	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll	\$2,688,257	# Positions	68
Flat 2% Adjustment	\$53,765	# Positions Adjusted (any type)	68 # Not Adj 0
Adjustment To Minimum	\$7,960	# Adjusted To Minimum	12
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$55,715	# Adjusted Toward Maximum	27
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$117,441		
Proposed Payroll	\$2,805,698	% Change	4.37%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: POLICE Dep't Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for POLICE

Current Payroll	\$2,688,257	# Positions	68
Flat 2% Adjustment	\$53,765	# Positions Adjusted (any type)	68 # Not Adj 0
Adjustment To Minimum	\$7,960	# Adjusted To Minimum	12
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$55,715	# Adjusted Toward Maximum	27
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$117,441		
Proposed Payroll	\$2,805,698	% Change	4.37%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: RECREATION Dep't Code: 710

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
DIRECTOR - RECREATION	D015		77,933	96,832	113,003	185		1.000	11/16/1988	01/01/2009	106,906	2,138	0	0	2.00%	110.40%	12900
DIRECTOR - RECREATION	D015		81,539	97,846	119,373	129	0	260	01/01/2009	2299	109,044	0	0	0	0		GOODWIN, LANNY
ASSISTANT DIRECTOR - RECREATION	A021		62,346	76,375	90,404	162		1.000	08/20/2001	07/01/2010	74,589	1,492	0	0	2.00%	97.66%	13100
ASSISTANT DIRECTOR - RECREATION	A021		67,082	80,498	98,208	125	0	260	07/01/2010	1753	76,081	0	0	0	0		JACKSON, ANGELA HO
FINANCE/PERSONNEL SUPERVISOR	F007		46,369	56,804	67,238	129		1.000	07/01/1985	07/01/2000	54,544	1,091	0	0	7.42%	96.02%	13200
FINANCE/PERSONNEL SUPERVISOR	F007		47,674	57,209	69,795	118	0	260	07/01/2000	5405	58,593	0	2,958	0	0		NANCE, CYNTHIA L.
FACILITY SUPERINTENDENT	F003		42,831	53,218	62,105	112		1.000	01/01/1978	07/01/2000	61,506	1,230	0	0	2.00%	115.57%	13300
SUPERINTENDENT - FACILITY	F004		47,674	57,209	69,795	118	0	260	07/01/2000	5405	62,736	0	0	0	0		FITE, BARTON B.
FACILITY SUPERINTENDENT	F003		42,831	53,218	62,105	112		1.000	02/13/2006	02/13/2006	58,661	1,173	0	0	2.00%	110.23%	13301
SUPERINTENDENT - FACILITY	F004		47,674	57,209	69,795	118	0	260	02/13/2006	3352	59,834	0	0	0	0		SAGE, THOMAS ALLAN
FACILITY SUPERINTENDENT - MAINT.	F004		41,337	51,362	59,940	102		1.000	07/01/1981	07/01/1997	59,940	1,199	0	0	2.00%	116.70%	13500
Facility Supervisor	F005		45,404	54,485	66,471	117	0	260	07/01/1997	6501	61,139	0	0	0	0		TOOMBS, ROBERT S.
ATHLETIC/RECREATION SUPERINTEND	A031		42,167	52,394	61,143	108		1.000	12/05/2000	10/04/2010	54,161	1,083	0	0	2.00%	103.37%	13400
SUPERINTENDENT - ATHLETIC/RECREA	A031		43,242	51,890	63,306	116	0	260	10/04/2010	1658	55,244	0	0	0	0		LAIRD, THOMAS D.
ATHLETIC/RECREATION SUPERINTEND	A031		42,167	52,394	61,143	108		1.000	11/07/2006	04/25/2011	54,161	1,083	0	0	2.00%	103.37%	13401
SUPERINTENDENT - ATHLETIC/RECREA	A031		43,242	51,890	63,306	116	0	260	04/25/2011	1455	55,244	0	0	0	0		WILLIAMS, NATHANIEL
PROGRAM COORDINATOR	P060		37,063	42,531	48,804	069	1	1.000	11/22/2013	11/22/2013	37,063	741	0	0	8.12%	87.14%	13801
PROGRAM COORDINATOR	P060		39,222	47,066	57,420	114	0	260	11/22/2013	513	40,074	1,417	853	0	0		BUCKINGHAM, RALPH
PROGRAM COORDINATOR	P060		37,063	42,531	48,804	069	5	1.000	08/01/2003	08/01/2003	44,019	880	0	0	5.26%	103.50%	13802
PROGRAM COORDINATOR	P060		39,222	47,066	57,420	114	0	260	08/01/2003	4279	46,333	0	1,434	0	0		DAVIDSON, ALLISON B.
PROGRAM COORDINATOR	P060		37,063	42,531	48,804	069	3	1.000	02/06/2006	02/06/2006	41,093	822	0	0	9.03%	96.62%	13804
PROGRAM COORDINATOR	P060		39,222	47,066	57,420	114	0	260	02/06/2006	3359	44,804	0	2,889	0	0		HILL, CHAD DAVID
PROGRAM COORDINATOR	P060		37,063	42,531	48,804	069	2	1.000	07/24/2007	12/07/2009	39,702	794	0	0	6.99%	93.35%	13806
PROGRAM COORDINATOR	P060		39,222	47,066	57,420	114	0	260	12/07/2009	1959	42,477	0	1,981	0	0		JOHNSON, REBECCA A
PROGRAM COORDINATOR	P060		37,063	42,531	48,804	069	9	1.000	02/16/1996	02/16/1996	48,804	976	0	0	4.21%	114.75%	13807
PROGRAM COORDINATOR	P060		39,222	47,066	57,420	114	0	260	02/16/1996	7002	50,859	0	1,078	0	0		PASCHALL, DEBORAH
PROGRAM COORDINATOR	P060		37,063	42,531	48,804	069	2	1.000	11/20/1998	07/01/2013	39,702	794	0	0	2.00%	93.35%	13808
PROGRAM COORDINATOR	P060		39,222	47,066	57,420	114	0	260	07/01/2013	657	40,496	0	0	0	0		PHILPOTT, MICHAEL W.
PROGRAM COORDINATOR	P060		37,063	42,531	48,804	069	9	1.000	02/01/1986	02/01/1986	48,804	976	0	0	16.70%	114.75%	13809
PROGRAM COORDINATOR	P060		39,222	47,066	57,420	114	0	260	02/01/1986	10669	56,953	0	7,173	0	0		SEWELL, MARLANE R.
PROGRAM COORDINATOR	P060		37,063	42,531	48,804	069	9	1.000	06/01/2015	06/01/2015	48,804	976	0	0	2.00%	114.75%	13812
PROGRAM COORDINATOR	P060		39,222	47,066	57,420	114	0	260	06/01/2015	0	49,781	0	0	0	0		VACANT, VACANT
PROGRAM COORDINATOR	P060		37,063	42,531	48,804	069	9	1.000	07/01/2015	07/01/2015	37,063	741	0	0	5.82%	87.14%	13800
PROGRAM COORDINATOR	P060		39,222	47,066	57,420	114	0	260	07/01/2015	0	39,222	1,417	0	0	0		VACANT, VACANT
OPERATIONS COORDINATOR	O004		41,199	47,277	54,252	092	7	1.000	11/01/1994	02/25/2015	50,644	1,013	0	0	2.00%	107.12%	40221
RECREATION FACILITY COORDINATOR	A009		39,222	47,066	57,420	114	0	260	02/25/2015	0	51,657	0	0	0	0		ARBIT, GARY

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: RECREATION Dep't Code: 710

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
OPERATIONS COORDINATOR	O004		41,199	47,277	54,252	092	3	1.000	05/04/2009	05/04/2009	45,678	914	0	0	2.00%	96.62%	13600
RECREATION FACILITY COORDINATOR	A009		39,222	47,066	57,420	114	0	260	05/04/2009	2176	46,592	0	0	0	0	FLOYD, GERNELL D.	
PROGRAM COORDINATOR	P060		37,063	42,531	48,804	069	1	1.000	09/19/2011	10/07/2014	37,063	741	0	0	5.82%	87.14%	13803
RECREATION FACILITY COORDINATOR	A009		39,222	47,066	57,420	114	0	260	10/07/2014	0	39,222	1,417	0	0	0	GOSS, KYLE MICHAEL	
OPERATIONS COORDINATOR	O004		41,199	47,277	54,252	092	7	1.000	03/01/1990	07/01/2002	52,417	1,048	0	0	2.00%	110.87%	13601
RECREATION FACILITY COORDINATOR	A009		39,222	47,066	57,420	114	0	260	07/01/2002	4675	53,465	0	0	0	0	GREGORY, JAMES THO	
PROGRAM COORDINATOR	P060		37,063	42,531	48,804	069	9	1.000	10/02/1995	07/01/1999	48,804	976	0	0	2.00%	114.75%	13805
RECREATION FACILITY COORDINATOR	A009		39,222	47,066	57,420	114	0	260	07/01/1999	5771	49,781	0	0	0	0	HODGES, SHELIA D.	
PROGRAM COORDINATOR	P060		37,063	42,531	48,804	069	2	1.000	11/06/2003	07/01/2010	39,702	794	0	0	6.13%	93.35%	13810
RECREATION FACILITY COORDINATOR	A009		39,222	47,066	57,420	114	0	260	07/01/2010	1753	42,135	0	1,639	0	0	SINGER, RACHEL C.	
OPERATIONS COORDINATOR	O004		41,199	47,277	54,252	092	7	1.000	09/16/1987	07/01/2002	52,417	1,048	0	0	2.00%	110.87%	13602
RECREATION FACILITY COORDINATOR	A009		39,222	47,066	57,420	114	0	260	07/01/2002	4675	53,465	0	0	0	0	SMITH, RUSSELL	
PROGRAM COORDINATOR	P060		37,063	42,531	48,804	069	2	1.000	05/31/2011	05/31/2011	39,702	794	0	0	4.73%	93.35%	13811
RECREATION FACILITY COORDINATOR	A009		39,222	47,066	57,420	114	0	260	05/31/2011	1419	41,580	0	1,084	0	0	TATE, MELINDA	
Technical Support Specialist	T001		35,749	41,022	47,074	066	2	1.000	01/02/2004	07/01/2010	38,295	766	0	0	2.00%	93.35%	14100
NETWORK SPECIALIST	T001		35,575	42,690	52,082	112	0	260	07/01/2010	1753	39,061	0	0	0	0	WALLACE, STEVE M.	
ASSISTANT PROGRAM COORDINATOR	A029		31,503	36,150	41,483	041	1	1.000	12/15/2014	12/15/2014	31,503	630	0	0	7.55%	87.15%	14400
ASSISTANT PROGRAM COORDINATOR	A029		33,881	40,657	49,602	111	0	260	12/15/2014	0	33,881	1,748	0	0	0	CLEMMONS, CARRIE	
ASSISTANT PROGRAM COORDINATOR	A029		31,503	36,150	41,483	041	1	1.000	08/06/2013	08/06/2013	31,503	630	0	0	10.38%	87.15%	14401
ASSISTANT PROGRAM COORDINATOR	A029		33,881	40,657	49,602	111	0	260	08/06/2013	621	34,773	1,748	892	0	0	HUTCHISON, WILLIAM	
ASSISTANT PROGRAM COORDINATOR	A029		31,503	36,150	41,483	041	6	1.000	01/26/1998	01/26/1998	38,725	774	0	0	10.82%	107.12%	14402
ASSISTANT PROGRAM COORDINATOR	A029		33,881	40,657	49,602	111	0	260	01/26/1998	6292	42,914	0	3,415	0	0	MCDANIEL, BETH B.	
ASSISTANT PROGRAM COORDINATOR	A029		31,503	36,150	41,483	041	1	1.000	04/23/2012	04/23/2012	32,606	652	0	0	8.71%	90.20%	14403
ASSISTANT PROGRAM COORDINATOR	A029		33,881	40,657	49,602	111	0	260	04/23/2012	1091	35,447	623	1,566	0	0	MITCHELL, EDITH ELAI	
ASSISTANT PROGRAM COORDINATOR	A029		31,503	36,150	41,483	041	2	1.000	01/03/2011	01/03/2011	33,747	675	0	0	7.06%	93.35%	14404
ASSISTANT PROGRAM COORDINATOR	A029		33,881	40,657	49,602	111	0	260	01/03/2011	1567	36,131	0	1,709	0	0	MURRAY, PRISCILLA LE	
ASSISTANT PROGRAM COORDINATOR	A029		31,503	36,150	41,483	041	5	1.000	05/17/2004	05/17/2004	37,416	748	0	0	5.86%	103.50%	14405
ASSISTANT PROGRAM COORDINATOR	A029		33,881	40,657	49,602	111	0	260	05/17/2004	3989	39,608	0	1,444	0	0	PULLUM, TRINA G.	
CREW LEADER	C014		32,699	37,523	43,058	045	4	1.000	08/01/2000	10/01/2010	37,523	750	0	0	2.00%	100.00%	14300
CREW LEADER	C014		33,881	40,657	49,602	111	0	260	10/01/2010	1661	38,273	0	0	0	0	LOVE, DAVID E.	
CREW LEADER	C014		32,699	37,523	43,058	045	5	1.000	08/22/1995	02/20/2004	38,836	777	0	0	2.31%	103.50%	14301
CREW LEADER	C014		33,881	40,657	49,602	111	0	260	02/20/2004	4076	39,733	0	121	0	0	LOWE, JASON A.	
CREW LEADER	C014		32,699	37,523	43,058	045	9	1.000	10/03/1994	03/15/1996	43,058	861	0	0	2.00%	114.75%	14302
CREW LEADER	C014		33,881	40,657	49,602	111	0	260	03/15/1996	6974	43,919	0	0	0	0	MALONEY, JOE W.	
CREW LEADER	C014		32,699	37,523	43,058	045	5	1.000	02/07/2000	10/31/2003	38,836	777	0	0	2.72%	103.50%	14303
CREW LEADER	C014		33,881	40,657	49,602	111	0	260	10/31/2003	4188	39,894	0	281	0	0	PHILLIPS, MICHAEL SH	

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Proposed Pay Plan Unified

Dep't Name: RECREATION Dep't Code: 710

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
CREW LEADER		C014	32,699	37,523	43,058	045	9	1.000	01/04/1993	07/01/2002	43,058	861	0	0	2.00%	114.75%	14304
CREW LEADER		C014	33,881	40,657	49,602	111	0	260	07/01/2002	4675	43,919	0	0	0	0		WHITWORTH, PATRICK
FACILITY MAINTENANCE FOREMAN		F002	34,821	39,958	45,853	059	1	1.000	06/30/1999	01/02/2013	36,040	721	0	0	2.00%	90.20%	13901
CUSTODIAL SERVICES FOREMAN		F002	32,268	38,721	47,240	110	0	260	01/02/2013	837	36,761	0	0	0	0		GANNON, JIMMY S.
FACILITY MAINTENANCE FOREMAN		F002	34,821	39,958	45,853	059	1	1.000	10/20/2014	10/20/2014	34,821	696	0	0	2.00%	87.14%	13900
CUSTODIAL SERVICES FOREMAN		F002	32,268	38,721	47,240	110	0	260	10/20/2014	0	35,517	0	0	0	0		OLGUIN, ESTEBAN
Administrative Support Specialist		A007	33,383	38,307	43,958	051	1	1.000	05/04/2012	05/04/2012	34,551	691	0	0	2.00%	90.20%	14200
ADMINISTRATIVE SUPPORT SPECIALIST		A007	30,731	36,877	44,990	109	0	260	05/04/2012	1080	35,242	0	0	0	0		DONAHUE, MONICA MA
Administrative Support Specialist		A007	33,383	38,307	43,958	051	6	1.000	11/07/1991	11/07/1991	41,035	821	0	0	2.07%	107.12%	14201
ADMINISTRATIVE SUPPORT SPECIALIST		A007	30,731	36,877	44,990	109	0	260	11/07/1991	8564	41,883	0	27	0	0		HUGHES, MITZI COLEM
Administrative Support Specialist		A007	33,383	38,307	43,958	051	5	1.000	07/27/1999	07/01/2004	39,648	793	0	0	2.00%	103.50%	14202
ADMINISTRATIVE SUPPORT SPECIALIST		A007	30,731	36,877	44,990	109	0	260	07/01/2004	3944	40,441	0	0	0	0		TERRY, DEBORAH R.
LEAD LANDSCAPER/GROUNDSKEEPER		L008	29,809	34,207	39,253	026	5	1.000	08/23/1999	10/01/2013	35,404	708	0	0	2.00%	103.50%	14500
LEAD LANDSCAPER/GROUNDSKEEPER		L008	27,874	33,449	40,808	107	0	260	10/01/2013	565	36,112	0	0	0	0		BROWN, MARK ANTHO
LEAD LANDSCAPER/GROUNDSKEEPER		L008	29,809	34,207	39,253	026	1	1.000	08/10/2009	10/01/2013	29,809	596	0	0	2.00%	87.14%	14501
LEAD LANDSCAPER/GROUNDSKEEPER		L008	27,874	33,449	40,808	107	0	260	10/01/2013	565	30,405	0	0	0	0		BURNEY, RONNIE LEE
LEAD LANDSCAPER/GROUNDSKEEPER		L008	29,809	34,207	39,253	026	1	1.000	09/29/2008	10/07/2013	29,809	596	0	0	2.00%	87.14%	14502
LEAD LANDSCAPER/GROUNDSKEEPER		L008	27,874	33,449	40,808	107	0	260	10/07/2013	559	30,405	0	0	0	0		GREEN, JOHN RANDAL
LEAD LANDSCAPER/GROUNDSKEEPER		L008	29,809	34,207	39,253	026	1	1.000	09/12/2005	07/01/2013	30,852	617	0	0	2.00%	90.19%	14503
LEAD LANDSCAPER/GROUNDSKEEPER		L008	27,874	33,449	40,808	107	0	260	07/01/2013	657	31,470	0	0	0	0		MORGAN, MARTA A.
LEAD LANDSCAPER/GROUNDSKEEPER		L008	29,809	34,207	39,253	026	2	1.000	10/11/2004	10/01/2013	31,932	639	0	0	2.00%	93.35%	14504
LEAD LANDSCAPER/GROUNDSKEEPER		L008	27,874	33,449	40,808	107	0	260	10/01/2013	565	32,571	0	0	0	0		PAGAN, DANNY C.
LEAD LANDSCAPER/GROUNDSKEEPER		L008	29,809	34,207	39,253	026	5	1.000	02/18/2000	10/03/2013	35,404	708	0	0	2.00%	103.50%	14505
LEAD LANDSCAPER/GROUNDSKEEPER		L008	27,874	33,449	40,808	107	0	260	10/03/2013	563	36,112	0	0	0	0		YORK, KEVIN D.
Secretary or Secretary/Receptionist		S003	25,840	29,651	34,026	010	9	1.000	04/01/1987	04/01/1987	34,026	681	0	0	2.00%	114.75%	14700
ADMINISTRATIVE SUPPORT SPECIALIST		A004	24,079	28,894	35,251	104	0	260	04/01/1987	10245	34,707	0	0	0	0		FIELD, BERNICE G.
Secretary or Secretary/Receptionist		S003	25,840	29,651	34,026	010	5	1.000	05/27/2003	05/27/2003	30,690	614	0	0	2.00%	103.50%	14701
ADMINISTRATIVE SUPPORT SPECIALIST		A004	24,079	28,894	35,251	104	0	260	05/27/2003	4345	31,304	0	0	0	0		JONES, PATRICIA A.
Secretary or Secretary/Receptionist		S003	25,840	29,651	34,026	010	1	1.000	06/28/2007	06/28/2007	26,744	535	0	0	2.00%	90.19%	14703
ADMINISTRATIVE SUPPORT SPECIALIST		A004	24,079	28,894	35,251	104	0	260	06/28/2007	2852	27,279	0	0	0	0		QUEVEDO, BEVERLY A
Secretary or Secretary/Receptionist		S003	25,840	29,651	34,026	010	1	1.000	07/01/2015	07/01/2015	25,840	517	0	0	2.00%	87.15%	14702
ADMINISTRATIVE SUPPORT SPECIALIST		A004	24,079	28,894	35,251	104	0	260	07/01/2015	0	26,357	0	0	0	0		VACANT, VACANT
GROUNDSKEEPER		G009	24,828	28,490	32,694	006	1	1.000	04/26/2013	04/26/2013	25,696	514	0	0	2.00%	90.19%	14800
GROUNDSKEEPER/MAINTENANCE WOR		G010	24,079	28,894	35,251	104	0	260	04/26/2013	723	26,210	0	0	0	0		ARADINE, CRAIG A.
GROUNDSKEEPER/MAINTENANCE WOR		G010	27,241	31,260	35,871	013	9	1.000	11/01/1993	04/03/1995	35,871	0	0	0	0.00%	114.75%	14600
GROUNDSKEEPER/MAINTENANCE WOR		G010	24,079	28,894	35,251	104	0	260	04/03/1995	7321	35,871	0	0	0	0		CLINTON, STEVE HOW

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Proposed Pay Plan Unified

Dep't Name: RECREATION Dep't Code: 710

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
GRUNDSKEEPER/MAINTENANCE WOR G010			27,241	31,260	35,871	013	7	1.000	05/28/2002	11/18/2002	34,658	593	0	0	1.71%	110.87% 14601	
GRUNDSKEEPER/MAINTENANCE WOR G010			24,079	28,894	35,251	104	0	260	11/18/2002	4535	35,251	0	0	0	0	HALLIBURTON, RICKY	
GRUNDSKEEPER/MAINTENANCE WOR G010			27,241	31,260	35,871	013	7	1.000	09/01/2003	09/01/2003	34,658	593	0	0	1.71%	110.87% 14602	
GRUNDSKEEPER/MAINTENANCE WOR G010			24,079	28,894	35,251	104	0	260	09/01/2003	4248	35,251	0	0	0	0	HILLIS, RAYMOND G.	
GRUNDSKEEPER/MAINTENANCE WOR G010			27,241	31,260	35,871	013	2	1.000	08/20/2009	05/04/2011	29,181	584	0	0	2.00%	93.35% 14603	
GRUNDSKEEPER/MAINTENANCE WOR G010			24,079	28,894	35,251	104	0	260	05/04/2011	1446	29,764	0	0	0	0	MYERS, ROGER LEE	
GRUNDSKEEPER/MAINTENANCE WOR G010			27,241	31,260	35,871	013	9	1.000	02/09/1998	02/09/1998	35,871	0	0	0	0.00%	114.75% 14604	
GRUNDSKEEPER/MAINTENANCE WOR G010			24,079	28,894	35,251	104	0	260	02/09/1998	6278	35,871	0	0	0	0	WILLIAMS, SEAN E.	
CUSTODIAN		C018	21,507	24,679	28,320	001	3	1.000	08/15/2005	08/15/2005	23,845	477	0	0	10.57%	96.62% 14900	
CUSTODIAN		C018	22,932	27,518	33,572	103	0	260	08/15/2005	3534	26,366	0	2,044	0	0	APPLEGATE, MARCIA F	
CUSTODIAN		C018	21,507	24,679	28,320	001	1	1.000	12/08/2014	12/08/2014	21,507	430	0	0	6.63%	87.15% 14903	
CUSTODIAN		C018	22,932	27,518	33,572	103	0	260	12/08/2014	0	22,932	995	0	0	0	COLLUM, CHARLES	
CUSTODIAN		C018	21,507	24,679	28,320	001	3	1.000	06/01/2006	06/01/2006	23,845	477	0	0	9.39%	96.62% 14901	
CUSTODIAN		C018	22,932	27,518	33,572	103	0	260	06/01/2006	3244	26,084	0	1,762	0	0	CONAWAY, NORMA JE	
CUSTODIAN		C018	21,507	24,679	28,320	001	3	1.000	06/22/2006	06/22/2006	23,845	477	0	0	9.30%	96.62% 14902	
CUSTODIAN		C018	22,932	27,518	33,572	103	0	260	06/22/2006	3223	26,064	0	1,742	0	0	GHEE, HAROLD DEAN	
CUSTODIAN		C018	21,507	24,679	28,320	001	1	1.000	11/24/2014	11/24/2014	21,507	430	0	0	6.63%	87.15% 14906	
CUSTODIAN		C018	22,932	27,518	33,572	103	0	260	11/24/2014	0	22,932	995	0	0	0	GRIFFITH, LINUS	
CUSTODIAN		C018	21,507	24,679	28,320	001	3	1.000	01/25/2006	01/25/2006	23,845	477	0	0	9.91%	96.62% 14904	
CUSTODIAN		C018	22,932	27,518	33,572	103	0	260	01/25/2006	3371	26,208	0	1,886	0	0	MILLER, WILMA J.	
CUSTODIAN		C018	21,507	24,679	28,320	001	9	1.000	03/04/1992	03/04/1992	28,320	566	0	0	9.96%	114.75% 14905	
CUSTODIAN		C018	22,932	27,518	33,572	103	0	260	03/04/1992	8446	31,139	0	2,253	0	0	ODOM, FRANCES DARL	
GRUNDSKEEPER		G009	24,828	28,490	32,694	006	2	1.000	01/04/2007	01/04/2007	26,596	532	0	0	2.00%	93.35% 14801	
GRUNDSKEEPER		G009	22,932	27,518	33,572	103	0	260	01/04/2007	3027	27,128	0	0	0	0	FISCHER, TODD RICHA	
GRUNDSKEEPER		G009	24,828	28,490	32,694	006	9	1.000	09/01/2003	09/01/2003	32,694	654	0	0	2.00%	114.76% 14802	
GRUNDSKEEPER		G009	22,932	27,518	33,572	103	0	260	09/01/2003	4248	33,348	0	0	0	0	MANUS, JACK DANIEL	
GRUNDSKEEPER		G009	24,828	28,490	32,694	006	9	1.000	12/20/2000	12/20/2000	32,694	654	0	0	2.00%	114.76% 14803	
GRUNDSKEEPER		G009	22,932	27,518	33,572	103	0	260	12/20/2000	5233	33,348	0	0	0	0	PHILLIPS JR., ISAAC N.	
GRUNDSKEEPER		G009	24,828	28,490	32,694	006	2	1.000	05/16/2011	05/16/2011	26,596	532	0	0	2.00%	93.35% 14804	
GRUNDSKEEPER		G009	22,932	27,518	33,572	103	0	260	05/16/2011	1434	27,128	0	0	0	0	PRESTON, DUSTIN C.	
GRUNDSKEEPER		G009	24,828	28,490	32,694	006	2	1.000	08/15/2006	08/15/2006	26,596	532	0	0	2.00%	93.35% 14805	
GRUNDSKEEPER		G009	22,932	27,518	33,572	103	0	260	08/15/2006	3169	27,128	0	0	0	0	SANTOS, ANTHONY	
GRUNDSKEEPER		G009	24,828	28,490	32,694	006	1	1.000	04/26/2013	04/26/2013	25,696	514	0	0	2.00%	90.19% 14806	
GRUNDSKEEPER		G009	22,932	27,518	33,572	103	0	260	04/26/2013	723	26,210	0	0	0	0	WALLS, JOHN C.	
Assist Operations Coordinator		A009	31,503	36,150	41,483	041		1.000	01/01/2015	01/01/2015	31,503	630	0	0	2.00%	87.15% 40229	
RECREATION PROGRAM SPECIALIST		P059	22,932	27,518	33,572	103	0	260	01/01/2015	0	32,133	0	0	0	0	VACANT, VACANT	

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Dep't Name: RECREATION Dep't Code: 710

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll	\$2,782,684	# Positions	72
Flat 2% Adjustment	\$54,019	# Positions Adjusted (any type)	70 # Not Adj 2
Adjustment To Minimum	\$10,360	# Adjusted To Minimum	8
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$40,230	# Adjusted Toward Maximum	22
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$104,609		
Proposed Payroll	\$2,887,293	% Change	3.76%

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Dep't Name: RECREATION Dep't Code: 710

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
TURF CARE MANAGER		T013	53,363	66,305	77,377	148		1.000	02/02/2015	02/02/2015	52,136	1,043	0	0	5.86%	78.63%	40315
TURF CARE MANAGER		T013	55,189	66,226	80,796	121	0	260	02/02/2015	0	55,189	2,010	0	0	0	LAMB, WILLIAM	

Summary for

Current Payroll		\$52,136	# Positions	1
Flat 2% Adjustment	\$1,043		# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$2,010		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$3,053			
Proposed Payroll		\$55,189	% Change	5.86%

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Dep't Name: RECREATION Dep't Code: 710

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for RECREATION

Current Payroll	\$2,834,820	# Positions	73
Flat 2% Adjustment	\$55,062	# Positions Adjusted (any type)	71 # Not Adj 2
Adjustment To Minimum	\$12,370	# Adjusted To Minimum	9
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$40,230	# Adjusted Toward Maximum	22
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$107,662		
Proposed Payroll	\$2,942,482	% Change	3.80%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: SENIOR CITIZENS Dep't Code: 723

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
DIRECTOR		D008	73,593	91,990	107,353	181		1.000	03/24/2014	03/24/2014	50,284	1,006	0	0	35.62%	54.66%	15400
DIRECTOR - SENIOR CITIZENS CENTER		D012	67,082	80,498	98,208	125	0	260	03/24/2014	391	68,194	15,792	1,111	0	0	RIGSBY, CONNIE CALD	
PROGRAM DIRECTOR		P061	32,339	37,110	42,585	043	6	1.000	08/21/2000	08/21/2000	39,754	795	0	0	21.05%	107.12%	15800
PROGRAM COORDINATOR		P060	39,222	47,066	57,420	114	0	260	08/21/2000	5354	48,120	0	7,571	0	0	ELLIOTT, BRENDA KISK	
PROGRAM DIRECTOR		P061	32,339	37,110	42,585	043	4	1.000	08/09/2004	08/09/2004	37,110	742	0	0	23.18%	100.00%	15801
PROGRAM COORDINATOR		P060	39,222	47,066	57,420	114	0	260	08/09/2004	3905	45,712	1,369	6,490	0	0	FOSTER, LISA S.	
PART-TIME NURSE ON DUTY		P021	15,113	35,831	56,550	PT01		0.667	01/13/2014	01/13/2014	26,780	536	0	0	2.00%	112.11%	30300
NURSE		P021	35,575	42,690	52,082	112	0	260	01/13/2014	461	27,316	0	0	0	0	PETT, BRENDA JANE	
Department Coordinator		D001	35,626	40,882	46,912	065	2	1.000	12/01/2006	07/01/2009	38,163	763	0	0	2.00%	93.35%	15600
ADMINISTRATIVE AIDE II		A005	33,881	40,657	49,602	111	0	260	07/01/2009	2118	38,926	0	0	0	0	SMITH, DIANE R.	
Secretary or Secretary/Receptionist		S003	25,840	29,651	34,026	010	2	1.000	08/10/2009	08/10/2009	27,680	554	0	0	26.84%	93.35%	16000
ADMINISTRATIVE AIDE I		D001	32,268	38,721	47,240	110	0	260	08/10/2009	2078	35,109	4,034	2,841	0	0	BECKMAN, SARAH LOU	
Administrative Secretary		A006	31,018	35,594	40,845	039	2	1.000	07/18/2005	07/01/2008	33,227	665	0	0	7.33%	93.35%	15900
ADMINISTRATIVE AIDE I		D001	32,268	38,721	47,240	110	0	260	07/01/2008	2483	35,663	0	1,771	0	0	TODD, KIMBERLY D HA	
CARE DIRECTOR		C003	35,107	40,287	46,230	061	5	1.000	06/01/1998	06/01/1998	41,697	834	0	0	2.00%	103.50%	15700
CARE PROGRAM SPECIALIST		C003	32,268	38,721	47,240	110	0	260	06/01/1998	6166	42,531	0	0	0	0	BROWN, DELLA MARIE	
PART-TIME ADULT DAY SERVICES PRO		P004	15,113	35,831	56,550	PT01		0.667	12/27/2012	12/27/2012	18,824	376	0	0	7.36%	78.80%	30500
ADULT DAY SERVICES PROGRAM COO		P004	29,268	35,121	42,848	108	0	260	12/27/2012	843	20,209	311	697	0	0	PULLIAS, AMANDA E.	
PART-TIME VOLUNTEER COORDINATO		P035	15,113	35,831	56,550	PT01		0.667	01/21/2014	01/21/2014	13,000	260	0	0	25.85%	54.42%	30800
ADMINISTRATIVE SUPPORT SPECIALIST		A004	24,079	28,894	35,251	104	0	260	01/21/2014	453	16,361	2,792	308	0	0	RANSOM, CAROL ANN	
PART-TIME CAREGIVER INFORMATION		P009	15,113	35,831	56,550	PT01		0.573	07/30/2012	07/30/2012	11,828	237	0	0	21.62%	57.58%	30900
CAREGIVER INFORMATION COORDINAT		P009	24,079	28,894	35,251	104	0	260	07/30/2012	993	14,386	1,740	581	0	0	THOMAS, CYNTHIA AN	
CUSTODIAN		C018	21,507	24,679	28,320	001	1	1.000	12/06/2011	12/06/2011	22,259	445	0	0	8.39%	90.19%	16101
CUSTODIAN		C018	22,932	27,518	33,572	103	0	260	12/06/2011	1230	24,127	228	1,195	0	0	KEY, TIMOTHY J.	
CUSTODIAN		C018	21,507	24,679	28,320	001	1	1.000	10/14/2014	10/14/2014	21,507	430	0	0	6.63%	87.14%	16100
CUSTODIAN		C018	22,932	27,518	33,572	103	0	260	10/14/2014	0	22,932	995	0	0	0	YOUNG, KERRY	
PART-TIME ADULT DAY SERVICES PUBL		P005	15,113	35,831	56,550	PT01		0.667	06/19/2012	06/19/2012	17,030	341	0	0	2.00%	71.29%	30600
ADULT DAY SERVICES ACTIVITY ASST		P003	18,627	24,960	30,451	101	0	260	06/19/2012	1034	17,371	0	0	0	0	GRISSOM, LAURA JO	
PART-TIME ADULT DAY SERVICES ACTI		P003	15,113	35,831	56,550	PT01		0.667	12/29/2009	12/29/2009	12,480	250	0	0	10.68%	52.24%	30700
ADULT DAY SERVICES ACTIVITY ASST		P003	18,627	24,960	30,451	101	0	260	12/29/2009	1937	13,812	0	1,083	0	0	HUFFMAN, RANDALL E	
PART-TIME BUS/VAN DRIVER		P008	15,113	35,831	56,550	PT01		0.133	10/31/2011	10/31/2011	3,487	70	0	0	2.00%	72.98%	30100
BUS/VAN DRIVER		P008	18,627	24,960	30,451	101	0	260	10/31/2011	1266	3,556	0	0	0	0	GERDIK, PETER M.	
PART-TIME BUS/VAN DRIVER		P008	15,113	35,831	56,550	PT01		0.133	10/08/2013	10/08/2013	3,487	70	0	0	2.00%	72.98%	30101
BUS/VAN DRIVER		P008	18,627	24,960	30,451	101	0	260	10/08/2013	558	3,556	0	0	0	0	JEFFREYS, KIRBY A.	
PART-TIME BUS/VAN DRIVER		P008	15,113	35,831	56,550	PT01		0.133	05/17/2010	05/17/2010	2,496	50	0	0	9.87%	52.24%	30000
BUS/VAN DRIVER		P008	18,627	24,960	30,451	101	0	260	05/17/2010	1798	2,742	0	197	0	0	PITCHFORD, JAMES AL	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: SENIOR CITIZENS Dep't Code: 723

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
PART-TIME OPERATIONS CLERK	P006		15,113	35,831	56,550	PT01		0.133	01/12/2015	01/12/2015	2,496	50	0	0	2.00%	52.24%	30200
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	01/12/2015		0	2,546	0	0	0	0	WOODWARD, DEBORA

Summary for

Current Payroll		\$423,589	# Positions	19
Flat 2% Adjustment	\$8,472		# Positions Adjusted (any type)	19 # Not Adj 0
Adjustment To Minimum	\$27,261		# Adjusted To Minimum	8
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$23,846		# Adjusted Toward Maximum	11
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$59,579			
Proposed Payroll		\$483,168	% Change	14.07%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: SENIOR CITIZENS Dep't Code: 723

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for SENIOR CITIZENS

Current Payroll		\$423,589	# Positions	19
Flat 2% Adjustment	\$8,472		# Positions Adjusted (any type)	19 # Not Adj 0
Adjustment To Minimum	\$27,261		# Adjusted To Minimum	8
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$23,846		# Adjusted Toward Maximum	11
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$59,579			
Proposed Payroll		\$483,168	% Change	14.07%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLID WASTE Dep't Code: 717

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
DIRECTOR - SOLID WASTE		D016	66,968	83,206	97,102	171		1.067	08/06/2001	08/06/2001	81,842	1,637	0	0	2.00%	98.36%	18400
DIRECTOR - SOLID WASTE		D016	67,082	80,498	98,208	125	0	208	08/06/2001	5004	83,479	0	0	0	0	SMITH, JOEY MICHAEL	
ASSISTANT DIRECTOR - SOLID WASTE		A022	42,203	52,437	61,195	109		1.067	10/27/2003	09/10/2007	48,059	961	0	0	2.00%	91.65%	18500
ASSISTANT DIRECTOR - SOLID WASTE		A022	43,242	51,890	63,306	116	0	208	09/10/2007	2778	49,020	0	0	0	0	REED, TIMOTHY G.	
Department Coordinator		D001	35,626	40,882	46,912	065	5	1.067	07/11/1990	07/01/2004	42,312	846	0	0	2.00%	103.50%	18700
ADMINISTRATIVE AIDE I		D001	32,268	38,721	47,240	110	0	208	07/01/2004	3944	43,158	0	0	0	0	TODD, DEBORAH G.	
Administrative Secretary		A006	31,018	35,594	40,845	039		1.067	05/12/2008	05/12/2008	32,104	642	0	0	6.00%	90.19%	19100
ADMINISTRATIVE SUPPORT SPECIALIST		A007	30,731	36,877	44,990	109	0	208	05/12/2008	2533	34,030	0	1,284	0	0	SMITH, JENNIFER A.	
DRIVER		D020	30,201	34,656	39,769	031	4	1.067	09/03/2003	01/01/2005	34,656	693	0	0	2.00%	100.00%	18900
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	01/01/2005	3760	35,350	0	0	0	0	ASKEW, MICHAEL JAM	
DRIVER		D020	30,201	34,656	39,769	031	4	1.067	01/05/2004	01/01/2005	34,656	693	0	0	2.00%	100.00%	18901
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	01/01/2005	3760	35,350	0	0	0	0	AUSTIN, NATHANIEL T.	
DRIVER		D020	30,201	34,656	39,769	031	5	1.067	05/14/2001	09/01/2003	35,869	717	0	0	2.00%	103.50%	18903
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	09/01/2003	4248	36,586	0	0	0	0	BEBOUT JR., GARY D.	
DRIVER		D020	30,201	34,656	39,769	031	8	1.067	08/07/2000	04/02/2001	39,769	795	0	0	2.00%	114.75%	18904
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	04/02/2001	5130	40,564	0	0	0	0	BRAEBACK, CHARLES	
DRIVER		D020	30,201	34,656	39,769	031	4	1.067	11/08/2004	04/23/2007	34,656	693	0	0	2.00%	100.00%	18905
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	04/23/2007	2918	35,350	0	0	0	0	DIEHL JR., DAVID A.	
DRIVER		D020	30,201	34,656	39,769	031	4	1.067	04/19/2004	01/01/2005	34,656	693	0	0	2.00%	100.00%	18907
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	01/01/2005	3760	35,350	0	0	0	0	GAMMON, TERRY LEE	
DRIVER		D020	30,201	34,656	39,769	031	8	1.067	02/16/1999	06/19/2000	39,769	795	0	0	2.00%	114.75%	18908
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	06/19/2000	5417	40,564	0	0	0	0	HARRELL, WALTER MI	
DRIVER		D020	30,201	34,656	39,769	031	8	1.067	06/17/1988	02/17/1997	39,769	795	0	0	2.00%	114.75%	18910
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	02/17/1997	6635	40,564	0	0	0	0	JOHNSON, RAYMOND L	
DRIVER		D020	30,201	34,656	39,769	031	2	1.067	08/14/2006	11/19/2007	32,352	647	0	0	2.00%	93.35%	18909
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	11/19/2007	2708	32,999	0	0	0	0	JOHNSON, JEROME O.	
DRIVER		D020	30,201	34,656	39,769	031	6	1.067	07/10/2000	06/09/2003	37,124	742	0	0	2.00%	107.12%	18911
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	06/09/2003	4332	37,867	0	0	0	0	JORDAN, JAMIE LEE	
DRIVER		D020	30,201	34,656	39,769	031	8	1.067	06/09/1987	02/12/1994	39,769	795	0	0	2.00%	114.75%	18912
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	02/12/1994	7736	40,564	0	0	0	0	KING, RALPH E.	
DRIVER		D020	30,201	34,656	39,769	031	2	1.067	05/07/2007	07/21/2008	32,352	647	0	0	2.00%	93.35%	18913
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	07/21/2008	2463	32,999	0	0	0	0	MEARS, WILLIAM J.	
DRIVER		D020	30,201	34,656	39,769	031	8	1.067	04/24/2000	04/02/2001	39,769	795	0	0	2.00%	114.75%	18914
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	04/02/2001	5130	40,564	0	0	0	0	MEYERS, RODNEY OW	
DRIVER		D020	30,201	34,656	39,769	031	4	1.067	07/14/2003	01/01/2005	34,656	693	0	0	2.00%	100.00%	18915
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	01/01/2005	3760	35,350	0	0	0	0	MILLER, TERRANCE LE	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLID WASTE Dep't Code: 717

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
DRIVER		D020	30,201	34,656	39,769	031	1	1.067	04/30/2012	10/07/2013	30,201	604	0	0	2.00%	87.14% 18916	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	10/07/2013	559	30,805	0	0	0	0	MURPHY, CHRISTOPHE	
DRIVER		D020	30,201	34,656	39,769	031	2	1.067	08/14/2006	01/21/2008	32,352	647	0	0	2.00%	93.35% 18917	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	01/21/2008	2645	32,999	0	0	0	0	PATTERSON, JAMES MI	
DRIVER		D020	30,201	34,656	39,769	031	5	1.067	12/11/2000	09/01/2003	35,869	717	0	0	2.00%	103.50% 18918	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	09/01/2003	4248	36,586	0	0	0	0	PENDERGRAST, JERE	
DRIVER		D020	30,201	34,656	39,769	031	4	1.067	04/26/2004	01/01/2005	34,656	693	0	0	2.00%	100.00% 18919	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	01/01/2005	3760	35,350	0	0	0	0	PHILLIPS, WILLIAM R.	
DRIVER		D020	30,201	34,656	39,769	031	9	1.067	09/01/1989	05/29/2000	39,769	795	0	0	2.00%	114.75% 18920	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	05/29/2000	5438	40,564	0	0	0	0	PRESTON, KEVINCURT	
DRIVER		D020	30,201	34,656	39,769	031	3	1.067	02/07/2005	06/26/2006	33,485	670	0	0	2.00%	96.62% 18921	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	06/26/2006	3219	34,155	0	0	0	0	REED, JASON D.	
DRIVER		D020	30,201	34,656	39,769	031	5	1.067	10/09/2000	07/01/2004	35,869	717	0	0	2.00%	103.50% 18922	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	07/01/2004	3944	36,586	0	0	0	0	ROBERTSON, JAMES E	
DRIVER		D020	30,201	34,656	39,769	031	4	1.067	05/03/2004	01/01/2005	34,656	693	0	0	2.00%	100.00% 18924	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	01/01/2005	3760	35,350	0	0	0	0	SANDERS, JOSEPH E.	
DRIVER		D020	30,201	34,656	39,769	031	8	1.067	06/07/1999	10/02/2000	39,769	795	0	0	2.00%	114.75% 18925	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	10/02/2000	5312	40,564	0	0	0	0	STANLEY, MARK D.	
DRIVER		D020	30,201	34,656	39,769	031	4	1.067	08/23/2004	01/24/2005	34,656	693	0	0	2.00%	100.00% 18926	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	01/24/2005	3737	35,350	0	0	0	0	UNDERWOOD III, JAME	
DRIVER		D020	30,201	34,656	39,769	031	8	1.067	06/01/2015	06/01/2015	38,424	768	0	0	2.00%	110.87% 18902	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	06/01/2015	0	39,192	0	0	0	0	VACANT, VACANT	
DRIVER		D020	30,201	34,656	39,769	031	1	1.000	01/01/2015	01/01/2015	30,201	604	0	0	2.00%	87.14% 40264	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	260	01/01/2015	0	30,805	0	0	0	0	VACANT, VACANT	
DRIVER		D020	30,201	34,656	39,769	031	8	1.067	07/14/1986	02/17/1997	39,769	795	0	0	2.00%	114.75% 18927	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	02/17/1997	6635	40,564	0	0	0	0	WARRICK, CLAYTON J	
DRIVER		D020	30,201	34,656	39,769	031	8	1.067	06/05/2000	10/02/2000	39,769	795	0	0	2.00%	114.75% 18928	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	10/02/2000	5312	40,564	0	0	0	0	WEST, GARY WAYNE	
DRIVER		D020	30,201	34,656	39,769	031	2	1.067	10/06/2008	08/16/2010	32,352	647	0	0	2.00%	93.35% 18929	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	08/16/2010	1707	32,999	0	0	0	0	WHITED, JOHN T.	
EQUIPMENT OPERATOR		E007	30,649	35,173	40,373	036	8	1.067	07/14/1986	06/26/2006	40,359	448	0	0	1.11%	114.75% 18800	
EQUIPMENT OPERATOR		E007	27,874	33,449	40,808	107	0	208	06/26/2006	3219	40,808	0	0	0	0	DODSON, MICHAEL R.	
EQUIPMENT OPERATOR		E007	30,649	35,173	40,373	036	9	1.067	06/17/1985	07/01/2007	40,359	448	0	0	1.11%	114.75% 18801	
EQUIPMENT OPERATOR		E007	27,874	33,449	40,808	107	0	208	07/01/2007	2849	40,808	0	0	0	0	MOSLEY, JEFFREY G.	
CONVENIENCE CENTER LEAD ATTENDA	C013		27,807	31,909	36,616	015	1	1.067	09/02/2011	09/02/2011	28,780	576	0	0	2.00%	90.19% 19200	
FACILITY ATTENDANT LEAD	H003		22,932	27,518	33,572	103	0	260	09/02/2011	1325	29,356	0	0	0	0	THOMPSON JR., DONA	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLID WASTE Dep't Code: 717

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
LABORER		L003	24,828	28,490	32,693	005	1	1.067	05/05/2014	05/05/2014	24,828	497	0	0	2.00%	87.15%	19402
LABORER		L003	22,932	27,518	33,572	103	0	208	05/05/2014	0	25,324	0	0	0	0		GRAHAM, ANDREW SO
LABORER		L003	24,828	28,490	32,693	005	1	1.067	08/19/2013	08/19/2013	24,828	497	0	0	2.00%	87.15%	19400
LABORER		L003	22,932	27,518	33,572	103	0	208	08/19/2013	608	25,324	0	0	0	0		PEARCY, KENDRAE AA
LABORER		L003	24,828	28,490	32,693	005	1	1.067	08/19/2013	08/19/2013	24,828	497	0	0	2.00%	87.15%	19401
LABORER		L003	22,932	27,518	33,572	103	0	208	08/19/2013	608	25,324	0	0	0	0		POLAND, MATTHEW R.
LABORER		L003	24,828	28,490	32,693	005	1	1.067	06/01/2015	06/01/2015	24,828	497	0	0	2.00%	87.15%	19403
LABORER		L003	22,932	27,518	33,572	103	0	208	06/01/2015	0	25,324	0	0	0	0		VACANT, VACANT
PART-TIME CONVENIENCE CENTER	P012		15,113	35,831	56,550	PT01		0.640	10/16/2014	10/16/2014	10,733	215	0	0	11.07%	46.80%	29800
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	156	10/16/2014	0	11,921	974	0	0	0		LEFFLER, MICHAEL

Summary for

Current Payroll	\$1,465,480	# Positions	41
Flat 2% Adjustment	\$28,592	# Positions Adjusted (any type)	41 # Not Adj 0
Adjustment To Minimum	\$974	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$1,284	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$30,849		
Proposed Payroll	\$1,496,329	% Change	2.11%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLID WASTE Dep't Code: 717

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for SOLID WASTE

Current Payroll	\$1,465,480	# Positions	41
Flat 2% Adjustment	\$28,592	# Positions Adjusted (any type)	41 # Not Adj 0
Adjustment To Minimum	\$974	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$1,284	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$30,849		
Proposed Payroll	\$1,496,329	% Change	2.11%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: TRANSPORTATION DEPT Dep't Code: 616

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
DIRECTOR		D008	73,593	91,990	107,353	181		1.000	02/01/1985	07/01/2009	99,694	1,994	0	0	2.00%	108.37% 19600	
DIRECTOR - TRANSPORTATION		D0009	73,958	88,750	108,275	127	0	260	07/01/2009	2118	101,688	0	0	0	0	RICHARDSON, DANA L.	
ASSISTANT DIRECTOR		A018	62,137	77,205	90,099	161		1.000	12/14/2009	12/14/2009	80,212	1,604	0	0	2.00%	103.89% 19700	
ASSISTANT DIRECTOR - TRANSPORTAT		A018	63,888	76,665	93,532	124	0	260	12/14/2009	1952	81,816	0	0	0	0	PATTON, NELLIE BURN	
TRAFFIC ENGINEER		T006	56,821	70,600	82,391	156		1.000	11/12/1999	11/12/1999	82,391	1,648	0	0	2.00%	116.70% 19800	
ASSISTANT DIRECTOR - TRAFFIC		A033	57,948	69,538	84,836	122	0	260	11/12/1999	5637	84,039	0	0	0	0	BALACHANDRAN, RAM	
TRANSPORTATION OPERATIONS MANA		T009	48,074	58,892	69,710	133		1.067	02/07/2011	02/07/2011	57,743	1,155	0	0	2.00%	98.05% 19900	
TRANSPORTATION OPERATIONS MANA		T009	47,674	57,209	69,795	118	0	260	02/07/2011	1532	58,898	0	0	0	0	ETZKIN, EDWARD J.	
TRAFFIC SIGNAL TECHNICIAN		T007	41,099	47,162	54,120	091	4	1.000	10/18/2004	10/18/2004	47,162	943	0	0	2.00%	100.00% 20001	
TRAFFIC SIGNAL TECHNICIAN		T007	41,183	49,419	60,291	115	0	260	10/18/2004	3835	48,105	0	0	0	0	MESSER, JEREMY K.	
TRAFFIC SIGNAL TECHNICIAN		T007	41,099	47,162	54,120	091	2	1.000	11/26/2007	11/26/2007	44,026	881	0	0	4.25%	93.35% 20002	
TRAFFIC SIGNAL TECHNICIAN		T007	41,183	49,419	60,291	115	0	260	11/26/2007	2701	45,896	0	990	0	0	MICHAEL, TIMOTHY J.	
TRAFFIC SIGNAL TECHNICIAN		T007	41,099	47,162	54,120	091	2	1.000	01/31/2015	01/31/2015	44,026	881	0	0	2.00%	93.35% 20000	
TRAFFIC SIGNAL TECHNICIAN		T007	41,183	49,419	60,291	115	0	260	01/31/2015	0	44,906	0	0	0	0	VACANT, VACANT	
TRANSPORTATION OPERATIONS SUPE		T010	40,176	46,102	52,903	085	2	1.067	03/27/2007	05/29/2007	43,037	861	0	0	2.00%	93.35% 20100	
TRANSPORTATION OPERATIONS SUPE		T010	37,354	44,825	54,686	113	0	260	05/29/2007	2882	43,898	0	0	0	0	MCCLUSKEY, LESIA A.	
SIGN TECHNICIAN		S014	31,883	36,587	41,983	042	5	1.000	08/14/2000	07/01/2004	37,866	757	0	0	2.00%	103.50% 20200	
SIGN TECHNICIAN		S014	29,268	35,121	42,848	108	0	260	07/01/2004	3944	38,623	0	0	0	0	SNODDY, VIRGIL V.	
SIGN TECHNICIAN		S014	31,883	36,587	41,983	042	4	1.000	08/08/2001	07/01/2006	36,587	732	0	0	2.00%	100.00% 20201	
SIGN TECHNICIAN		S014	29,268	35,121	42,848	108	0	260	07/01/2006	3214	37,318	0	0	0	0	TOOMBS, ERIC STEVE	
TRANSIT OPERATOR		T008	29,844	34,247	39,299	027	2	1.067	06/27/2011	06/27/2011	31,970	639	0	0	2.00%	93.35% 20300	
TRANSIT OPERATOR		T008	27,874	33,449	40,808	107	0	260	06/27/2011	1392	32,609	0	0	0	0	ALLEN, GARY THOMAS	
PART-TIME TRANSIT OPERATOR		P033	15,113	35,831	56,550	PT01		0.767	07/16/2014	07/16/2014	20,048	401	0	0	6.59%	72.98% 28306	
TRANSIT OPERATOR		T008	27,874	33,449	40,808	107	0	260	07/16/2014	0	21,370	921	0	0	0	BITON, MALARY	
PART-TIME TRANSIT OPERATOR		P033	15,113	35,831	56,550	PT01		0.767	04/21/2014	04/21/2014	20,048	401	0	0	6.59%	72.98% 28300	
TRANSIT OPERATOR		T008	27,874	33,449	40,808	107	0	260	04/21/2014	0	21,370	921	0	0	0	CAMPBELL, DANNY LEE	
PART-TIME TRANSIT OPERATOR		P033	15,113	35,831	56,550	PT01		0.767	02/19/2014	02/19/2014	20,048	401	0	0	8.51%	72.98% 28301	
TRANSIT OPERATOR		T008	27,874	33,449	40,808	107	0	260	02/19/2014	424	21,754	921	384	0	0	COOL, ANN E	
TRANSIT OPERATOR		T008	29,844	34,247	39,299	027	1	1.000	08/06/2014	08/06/2014	29,844	597	0	0	2.00%	87.14% 20302	
TRANSIT OPERATOR		T008	27,874	33,449	40,808	107	0	260	08/06/2014	0	30,441	0	0	0	0	COY, SCOTT N.	
PART-TIME TRANSIT OPERATOR		P033	15,113	35,831	56,550	PT01		0.767	11/17/2014	11/17/2014	20,048	401	0	0	6.59%	72.98% 28305	
TRANSIT OPERATOR		T008	27,874	33,449	40,808	107	0	260	11/17/2014	0	21,370	921	0	0	0	GAMES, IVAN	
PART-TIME TRANSIT OPERATOR		P033	15,113	35,831	56,550	PT01		0.747	12/08/2014	12/08/2014	19,525	390	0	0	6.59%	72.98% 28304	
TRANSIT OPERATOR		T008	27,874	33,449	40,808	107	0	260	12/08/2014	0	20,813	897	0	0	0	GREEN, WILLIAM	
TRANSIT OPERATOR		T008	29,844	34,247	39,299	027	2	1.067	03/27/2007	03/27/2007	31,970	639	0	0	2.00%	93.35% 20301	
TRANSIT OPERATOR		T008	27,874	33,449	40,808	107	0	260	03/27/2007	2945	32,609	0	0	0	0	HERMAN, REBECCA LY	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: TRANSPORTATION DEPT Dep't Code: 616

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
PART-TIME TRANSIT OPERATOR	P033		15,113	35,831	56,550	PT01	0.747	12/08/2014	12/08/2014	19,525	390	0	0	6.59%	72.98%	28307	
TRANSIT OPERATOR	T008		27,874	33,449	40,808	107	0	260	12/08/2014	0	20,813	897	0	0	HICKMAN-DUNSETH, M		
TRANSIT OPERATOR	T008		29,844	34,247	39,299	027	1	1.067	05/06/2013	05/06/2013	30,889	618	0	0	2.00%	90.19%	20303
TRANSIT OPERATOR	T008		27,874	33,449	40,808	107	0	260	05/06/2013	713	31,506	0	0	0	JOHNSTON, FREDERIC		
TRANSIT OPERATOR	T008		29,844	34,247	39,299	027	2	1.067	06/27/2008	06/27/2008	31,970	639	0	0	2.00%	93.35%	20304
TRANSIT OPERATOR	T008		27,874	33,449	40,808	107	0	260	06/27/2008	2487	32,609	0	0	0	KASPER, MICHELLE C.		
PART-TIME TRANSIT OPERATOR	P033		15,113	35,831	56,550	PT01	0.767	07/01/2010	07/01/2010	20,048	401	0	0	14.51%	72.98%	28303	
TRANSIT OPERATOR	T008		27,874	33,449	40,808	107	0	260	07/01/2010	1753	22,957	921	1,587	0	LESTER, OTIS THEODO		
TRANSIT OPERATOR	T008		29,844	34,247	39,299	027		1.000	08/18/2014	08/18/2014	29,844	597	0	0	2.00%	87.14%	20306
TRANSIT OPERATOR	T008		27,874	33,449	40,808	107	0	260	08/18/2014	0	30,441	0	0	0	LOZANO JR., JOSEPH N		
PART-TIME TRANSIT OPERATOR	P033		15,113	35,831	56,550	PT01	0.747	12/10/2014	12/10/2014	19,525	390	0	0	6.59%	72.98%	28302	
TRANSIT OPERATOR	T008		27,874	33,449	40,808	107	0	260	12/10/2014	0	20,813	897	0	0	MOSLEY, EVA		
TRANSIT OPERATOR	T008		29,844	34,247	39,299	027	2	1.067	03/27/2007	03/27/2007	31,970	639	0	0	2.00%	93.35%	20305
TRANSIT OPERATOR	T008		27,874	33,449	40,808	107	0	260	03/27/2007	2945	32,609	0	0	0	MURPHREE, DONALD R		
PART-TIME TRANSIT OPERATOR	P033		15,113	35,831	56,550	PT01	0.767	01/27/2015	01/27/2015	20,048	401	0	0	6.59%	72.98%	28308	
TRANSIT OPERATOR	T008		27,874	33,449	40,808	107	0	260	01/27/2015	0	21,370	921	0	0	WHITE, RACHEL		
Secretary or Secretary/Receptionist	S003		25,840	29,651	34,026	010	1	1.067	03/10/2014	03/10/2014	25,840	517	0	0	2.00%	87.15%	20400
ADMINISTRATIVE SUPPORT SPECIALIST A004	A004		24,079	28,894	35,251	104	0	260	03/10/2014	405	26,357	0	0	0	CLAYTON, BETHANNE		
PART-TIME ADMINISTRATIVE SUPPORT	P002		15,113	35,831	56,550	PT01	0.587	07/14/2014	07/14/2014	19,574	391	0	0	2.00%	93.12%	31300	
ADMINISTRATIVE SUPPORT SPECIALIST A004	A004		24,079	28,894	35,251	104	0	260	07/14/2014	0	19,965	0	0	0	CROSS, ZELIA		

Summary for

Current Payroll	\$1,015,477	# Positions	28
Flat 2% Adjustment	\$20,310	# Positions Adjusted (any type)	28 # Not Adj 0
Adjustment To Minimum	\$8,218	# Adjusted To Minimum	9
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$2,961	# Adjusted Toward Maximum	3
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$31,489		
Proposed Payroll	\$1,046,966	% Change	3.10%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: TRANSPORTATION DEPT Dep't Code: 616

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for TRANSPORTATION DEPT

Current Payroll	\$1,015,477	# Positions	28
Flat 2% Adjustment	\$20,310	# Positions Adjusted (any type)	28 # Not Adj 0
Adjustment To Minimum	\$8,218	# Adjusted To Minimum	9
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$2,961	# Adjusted Toward Maximum	3
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$31,489		
Proposed Payroll	\$1,046,966	% Change	3.10%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: URBAN ENVIRONMENTAL Dep't Code: 640

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
DIRECTOR - URBAN ENVIRONMENTAL	D017		53,182	66,079	77,113	147		1.000	08/14/1989	08/14/1989	77,113	1,542	0	0	10.26%	116.70%	20500
DIRECTOR - URBAN ENVIRONMENTAL	D017		60,845	73,015	89,078	123	0	260	08/14/1989	9379	85,027	0	6,372	0	0		HOLLOWAY, CYNTHIA
LANDSCAPER SPECIALIST / INSPECTOR	L004		30,284	34,750	39,876	032	1	1.000	06/01/2015	06/01/2015	30,284	606	0	0	29.51%	87.15%	20900
LANDSCAPE SITE PLAN INSPECTOR	L004		39,222	47,066	57,420	114	0	260	06/01/2015	0	39,222	8,332	0	0	0		Vacant, Vacant
SUPERINTENDENT-URBAN	S025		40,831	46,855	53,766	090		1.000	11/05/2012	06/17/2014	43,739	875	0	0	2.00%	93.35%	20600
TURF CARE SUPERVISOR	T014		35,575	42,690	52,082	112	0	260	06/17/2014	0	44,614	0	0	0	0		ADAMS, KANE L.
SUPERINTENDENT	S024		40,831	46,855	53,766	090	5	1.000	05/09/1994	07/01/2006	48,494	970	0	0	2.00%	103.50%	20600A
TURF CARE SUPERVISOR	T014		35,575	42,690	52,082	112	0	260	07/01/2006	3214	49,464	0	0	0	0		PARRISH, ROBERT
Department Coordinator	D001		35,626	40,882	46,912	065	1	1.000	07/01/2005	07/01/2012	36,873	737	0	0	2.00%	90.19%	20700
ADMINISTRATIVE AIDE II	A005		33,881	40,657	49,602	111	0	260	07/01/2012	1022	37,611	0	0	0	0		BARBEE, BRADLEY J.
LEAD LANDSCAPER/GREENSKEEPER	L007		29,809	34,207	39,253	026	7	1.000	07/22/1996	07/22/1996	37,925	759	0	0	2.00%	110.87%	21300
LEAD LANDSCAPER/GREENSKEEPER	L007		27,874	33,449	40,808	107	0	260	07/22/1996	6845	38,684	0	0	0	0		CARNEY, ANDREW STE
LEAD LANDSCAPER/GREENSKEEPER	L007		29,809	34,207	39,253	026	7	1.000	08/24/1998	07/01/2007	37,925	759	0	0	2.00%	110.87%	21301
LEAD LANDSCAPER/GREENSKEEPER	L007		27,874	33,449	40,808	107	0	260	07/01/2007	2849	38,684	0	0	0	0		NANCE JR., ROBERT A.
TREE CLIMBER	T011		30,102	34,543	39,638	030	1	1.000	06/01/2015	06/01/2015	30,102	602	0	0	2.00%	87.14%	21100
TREE TRIMMER	T011		27,874	33,449	40,808	107	0	260	06/01/2015	0	30,704	0	0	0	0		VACANT, VACANT
LANDSCAPER/GREENSKEEPER	L005		27,332	31,364	35,991	014	2	1.000	11/12/2013	11/12/2013	28,288	566	0	0	2.00%	90.19%	21401
LANDSCAPER/GREENSKEEPER	L005		25,283	30,339	37,014	105	0	260	11/12/2013	523	28,854	0	0	0	0		FERRELL, TRENTON D
LANDSCAPER/GREENSKEEPER	L005		27,332	31,364	35,991	014	9	1.000	04/12/1999	04/12/1999	35,991	720	0	0	2.00%	114.75%	21402
LANDSCAPER/GREENSKEEPER	L005		25,283	30,339	37,014	105	0	260	04/12/1999	5851	36,710	0	0	0	0		FIVEASH, PAUL THOMA
LANDSCAPER/GREENSKEEPER	L005		27,332	31,364	35,991	014	1	1.000	11/12/2013	11/12/2013	27,332	547	0	0	2.00%	87.14%	21403
LANDSCAPER/GREENSKEEPER	L005		25,283	30,339	37,014	105	0	260	11/12/2013	523	27,878	0	0	0	0		LASSITER, JAMES CAL
LANDSCAPER/GREENSKEEPER	L005		27,332	31,364	35,991	014	4	1.000	09/01/2004	09/01/2004	31,364	627	0	0	2.00%	100.00%	21404
LANDSCAPER/GREENSKEEPER	L005		25,283	30,339	37,014	105	0	260	09/01/2004	3882	31,991	0	0	0	0		ODREMAN, FREDERICK
LANDSCAPER/GREENSKEEPER	L005		27,332	31,364	35,991	014	1	1.000	03/11/2013	03/11/2013	28,288	566	0	0	2.00%	90.19%	1300
LANDSCAPER/GREENSKEEPER	L005		25,283	30,339	37,014	105	0	260	03/11/2013	769	28,854	0	0	0	0		ROLAND, BOBBY L.
LANDSCAPER/GREENSKEEPER	L005		27,332	31,364	35,991	014	2	1.000	09/01/2010	09/01/2010	29,278	586	0	0	2.00%	93.35%	21405
LANDSCAPER/GREENSKEEPER	L005		25,283	30,339	37,014	105	0	260	09/01/2010	1691	29,863	0	0	0	0		SERGEN, JOSEPH ED
LANDSCAPER/GREENSKEEPER	L005		27,332	31,364	35,991	014	1	1.000	10/20/2014	10/20/2014	27,332	547	0	0	2.00%	87.15%	21400
LANDSCAPER/GREENSKEEPER	L005		25,283	30,339	37,014	105	0	260	10/20/2014	0	27,879	0	0	0	0		WALLUS, JONATHAN
TREE GROUNDSMAN	T012		29,000	33,279	38,188	024	2	1.000	02/19/2008	09/24/2008	31,066	621	0	0	2.00%	93.35%	21200
GROUNDSKEEPER/MAINTENANCE WOR	G010		24,079	28,894	35,251	104	0	260	09/24/2008	2398	31,687	0	0	0	0		BELCHER, DONALD ED
TREE GROUNDSMAN	T012		29,000	33,279	38,188	024	2	1.000	01/24/2011	01/24/2011	31,066	621	0	0	2.00%	93.35%	21201
GROUNDSKEEPER/MAINTENANCE WOR	G010		24,079	28,894	35,251	104	0	260	01/24/2011	1546	31,687	0	0	0	0		WILLIAMS, DANIEL A.

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: URBAN ENVIRONMENTAL Dep't Code: 640

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$612,459	# Positions	17
Flat 2% Adjustment	\$12,249		# Positions Adjusted (any type)	17 # Not Adj 0
Adjustment To Minimum	\$8,332		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$6,372		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$26,953			
Proposed Payroll		\$639,412	% Change	4.40%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: URBAN ENVIRONMENTAL Dep't Code: 640

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for URBAN ENVIRONMENTAL

Current Payroll		\$612,459	# Positions	17
Flat 2% Adjustment	\$12,249		# Positions Adjusted (any type)	17 # Not Adj 0
Adjustment To Minimum	\$8,332		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$6,372		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$26,953			
Proposed Payroll		\$639,412	% Change	4.40%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: WATER Dep't Code: 500

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
DIRECTOR		D008	73,593	91,990	107,353	181		1.000	06/27/2005	06/05/2012	109,382	2,188	0	0	2.00%	118.91%	23200
DIRECTOR - WATER/WASTEWATER		D008	81,539	97,846	119,373	129	0	260	06/05/2012	1048	111,569	0	0	0	0	GORE, DARREN W.	
ASSISTANT DIRECTOR - FINANCE & AD	A020		75,324	93,950	109,220	182		1.000	10/03/2011	07/01/2013	87,321	1,746	0	0	2.00%	92.94%	22000
FINANCIAL OFFICER - WATER DEPARTMA	A020		73,958	88,750	108,275	127	0	260	07/01/2013	657	89,067	0	0	0	0	SWANN, DOUGLAS A.	
ASSISTANT DIRECTOR - ENG & COMPLI	A019		76,652	95,240	111,146	183		1.000	11/19/1998	07/01/2013	86,163	1,723	0	0	2.00%	90.47%	21900
OPERATIONS OFFICER - WATER DEPAR	A019		73,958	88,750	108,275	127	0	260	07/01/2013	657	87,886	0	0	0	0	SMITH, VALERIE H.	
EFFECTIVE UTILITY MNGT COORDINAT	E001		67,996	84,485	98,595	175		1.000	09/03/2013	09/03/2013	76,241	1,525	0	0	2.00%	90.24%	23300
COORDINATOR - EFFECTIVE UTILITY M	E001		63,888	76,665	93,532	124	0	260	09/03/2013	593	77,766	0	0	0	0	TATE, STEPHEN ROBE	
MIS COORDINATOR	M011		56,306	69,961	81,644	153		1.000	01/07/1980	01/07/1980	80,688	1,614	0	0	10.40%	115.33%	25600
MIS COORDINATOR	M011		60,845	73,015	89,078	123	0	260	01/07/1980	10950	89,078	0	6,776	0	0	POLLOCK, BRIAN A.	
PLANT MANAGER (WATER & WASTEWA	P042		65,222	76,732	88,242	164		1.067	03/20/2003	03/20/2003	86,893	1,738	0	0	2.00%	113.24%	26200
PLANT MANAGER (WATER & WASTEWA	P042		60,845	73,015	89,078	123	0	260	03/20/2003	4413	88,631	0	0	0	0	CRANFORD, ALAN CRA	
PLANT MANAGER (WATER & WASTEWA	P042		65,222	76,732	88,242	164		1.067	01/04/1993	09/06/2012	67,504	1,350	0	0	2.00%	87.97%	26201
PLANT MANAGER (WATER & WASTEWA	P042		60,845	73,015	89,078	123	0	260	09/06/2012	955	68,854	0	0	0	0	STRICKLAND IV, JOHN	
OPERATIONS MANAGER	O005		65,222	76,732	88,242	164		1.067	05/30/1983	05/30/1983	86,893	1,738	0	0	2.51%	113.24%	25800
WATER OPERATIONS MANAGER	O005		60,845	73,015	89,078	123	0	260	05/30/1983	10950	89,078	0	447	0	0	TAYLOR, TERRY L.	
ENGINEER	E003		54,621	67,867	79,200	150		1.000	01/31/2015	01/31/2015	56,532	1,131	0	0	2.50%	83.30%	23400
ENGINEER	E003		57,948	69,538	84,836	122	0	260	01/31/2015	0	57,948	285	0	0	0	VACANT, VACANT	
STORM WATER MANAGER	S022		54,621	67,867	79,200	150		1.000	06/24/2004	06/24/2004	78,625	1,573	0	0	2.00%	115.85%	27400
STORM WATER MANAGER	S022		57,948	69,538	84,836	122	0	260	06/24/2004	3951	80,198	0	0	0	0	HALEY III, ROBERT L.	
CUSTOMER SERVICE MANAGER	C022		55,715	69,226	80,787	152		1.000	10/17/2005	10/17/2005	69,278	1,386	0	0	2.00%	100.08%	22900
CUSTOMER SERVICE MANAGER	C022		52,561	63,073	76,949	120	0	260	10/17/2005	3471	70,664	0	0	0	0	CARMICKLE-SEIBERT,	
ASSISTANT PLANT MANAGER	A027		49,523	61,532	71,808	136		1.067	10/28/1999	10/09/2014	55,528	1,111	0	0	2.00%	90.24%	22201
ASSISTANT PLANT MANAGER	A027		50,058	60,069	73,284	119	0	260	10/09/2014	0	56,639	0	0	0	0	LEMAY, CHARLES JOS	
ASSISTANT PLANT MANAGER	A027		49,523	61,532	71,808	136	1	1.000	06/25/2009	07/10/2014	49,800	996	0	0	2.00%	80.93%	22200
ASSISTANT PLANT MANAGER	A027		50,058	60,069	73,284	119	0	260	07/10/2014	0	50,796	0	0	0	0	MC GEE, ALISON S.	
ASSISTANT OPERATIONS MANAGER	A026		50,221	62,400	72,821	137		1.000	07/17/1986	07/17/1986	72,785	499	0	0	0.69%	116.64%	22100
ASSISTANT WATER OPERATIONS MANA	A026		50,058	60,069	73,284	119	0	260	07/17/1986	10503	73,284	0	0	0	0	HUGHES, JOSEPH D.	
ASSISTANT OPERATIONS MANAGER	A026		50,221	62,400	72,821	137		1.067	05/26/1998	09/12/2013	62,400	1,248	0	0	2.00%	100.00%	22101
ASSISTANT WATER OPERATIONS MANA	A026		50,058	60,069	73,284	119	0	260	09/12/2013	584	63,648	0	0	0	0	STACEY, JAMES C.	
PRETREATMENT COORDINATOR	P055		45,318	52,007	59,670	113	2	1.000	02/14/2008	02/14/2008	48,536	971	0	0	3.94%	93.33%	26300
PRETREATMENT COORDINATOR	P055		45,404	54,485	66,471	117	0	260	02/14/2008	2621	50,446	0	940	0	0	HUFFMAN, STEVEN L.	
SAFETY & HEALTH ADMINISTRATOR	S001		45,583	56,637	66,096	124		1.000	11/29/1999	11/29/1999	64,833	1,297	0	0	2.00%	114.47%	26700
SAFETY COORDINATOR W/WW	S001		45,404	54,485	66,471	117	0	260	11/29/1999	5620	66,129	0	0	0	0	ADAMS, JOEL TODD	
WATER & SEWER GIS COORDINATOR	G004		48,633	55,809	64,038	127	7	1.000	08/27/1998	07/01/2010	61,874	1,237	0	0	2.00%	110.87%	23900
W/WW GIS MANAGER	G004		45,404	54,485	66,471	117	0	260	07/01/2010	1753	63,111	0	0	0	0	BIDDIX, TOMMY AARON	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: WATER Dep't Code: 500

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	WATER QUALITY SPECIALIST	W002	46,114	52,915	60,736	115	2	1.000	08/25/2005	07/01/2011	49,400	988	0	0	2.00%	93.36%	27600
	WATER QUALITY SPECIALIST	W002	45,404	54,485	66,471	117	0	260	07/01/2011	1388	50,388	0	0	0	0		UPHAM, JOSH R.
	DEVELOPMENT COORDINATOR	D007	46,566	53,430	61,308	117	9	1.000	01/24/1991	01/24/1991	61,308	1,226	0	0	2.00%	114.74%	23100
	DEVELOPMENT COORDINATOR	D007	43,242	51,890	63,306	116	0	260	01/24/1991	8851	62,534	0	0	0	0		HARVEY, GREGORY A.
	LABORATORY SUPERVISOR	L001	46,571	53,435	61,339	118	9	1.067	12/05/1975	12/05/1975	61,339	1,227	0	0	3.21%	114.79%	24300
	LABORATORY SUPERVISOR	L001	43,242	51,890	63,306	116	0	260	12/05/1975	10950	63,306	0	740	0	0		BLURTON, RANDY G.
	LABORATORY SUPERVISOR	L001	46,571	53,435	61,339	118	8	1.067	08/01/1996	08/01/1996	61,339	1,227	0	0	2.00%	114.79%	24301
	LABORATORY SUPERVISOR	L001	43,242	51,890	63,306	116	0	260	08/01/1996	6835	62,566	0	0	0	0		FLETCHER, FELICIA D.
	LINE CONSTR. COORDINATOR	L014	42,869	53,265	62,160	114		1.067	10/11/1999	10/11/1999	62,160	1,146	0	0	1.84%	116.70%	24600
	LINE CONSTR. COORDINATOR	L014	43,242	51,890	63,306	116	0	260	10/11/1999	5669	63,306	0	0	0	0		GUNTER, PAUL ROGER
	PLANT SHIFT SUPERVISOR (WATER &	P044	46,363	53,206	61,048	116	1	1.067	09/29/2008	07/17/2014	46,363	927	0	0	2.00%	87.14%	26100
	PLANT SHIFT SUPERVISOR (WATER &	P044	43,242	51,890	63,306	116	0	208	07/17/2014	0	47,290	0	0	0	0		BOYETT, WESLEY BRO
	PLANT SHIFT SUPERVISOR (WATER &	P044	46,363	53,206	61,048	116	7	1.067	09/07/1982	10/31/2013	58,989	1,180	0	0	2.00%	110.87%	26104
	PLANT SHIFT SUPERVISOR (WATER &	P044	43,242	51,890	63,306	116	0	260	10/31/2013	535	60,169	0	0	0	0		BROTHERS, WILLIAM K
	PLANT SHIFT SUPERVISOR (WATER &	P044	46,363	53,206	61,048	116	1	1.067	04/16/2007	09/05/2013	47,986	960	0	0	2.00%	90.19%	26101
	PLANT SHIFT SUPERVISOR (WATER &	P044	43,242	51,890	63,306	116	0	173	09/05/2013	591	48,945	0	0	0	0		CASTO, MONTE EARL
	PLANT SHIFT SUPERVISOR (WATER &	P044	46,363	53,206	61,048	116	8	1.067	10/04/1974	10/23/2014	58,989	1,180	0	0	2.00%	110.87%	26105
	PLANT SHIFT SUPERVISOR (WATER &	P044	43,242	51,890	63,306	116	0	260	10/23/2014	0	60,169	0	0	0	0		PATTERSON, TONY C.
	PLANT SHIFT SUPERVISOR (WATER &	P044	46,363	53,206	61,048	116	8	1.067	08/14/1997	09/05/2013	61,048	1,221	0	0	2.00%	114.74%	26103
	PLANT SHIFT SUPERVISOR (WATER &	P044	43,242	51,890	63,306	116	0	173	09/05/2013	591	62,269	0	0	0	0		WEST, DEAN C.
	MAINTENANCE SUPERVISOR	M006	49,254	56,514	64,854	131	7	1.067	10/25/1990	12/30/2006	62,650	656	0	0	1.05%	110.86%	25100
	W/WWW MAINTENANCE SUPERVISOR	M006	43,242	51,890	63,306	116	0	260	12/30/2006	3032	63,306	0	0	0	0		HUGHES, JAMES ROBE
	MAINTENANCE SUPERVISOR	M006	49,254	56,514	64,854	131	2	1.067	09/07/2006	09/07/2006	52,749	1,055	0	0	2.00%	93.34%	25102
	W/WWW MAINTENANCE SUPERVISOR	M006	43,242	51,890	63,306	116	0	260	09/07/2006	3146	53,804	0	0	0	0		TODD, RANDY J.
	BIOSOLIDS OPERATIONS FOREMAN	B002	41,870	48,048	55,141	095	9	1.067	04/01/1998	07/01/2003	55,141	1,103	0	0	2.00%	114.76%	22304
	BIOSOLIDS OPERATIONS FOREMAN	B002	39,222	47,066	57,420	114	0	260	07/01/2003	4310	56,244	0	0	0	0		HICKS, GREGORY E.
	GIS WEB APPLICATIONS SPECIALIST	G005	43,232	49,608	56,921	100	5	1.000	08/09/1999	08/09/1999	51,344	1,027	0	0	2.00%	103.50%	23800
	GIS MAPPING TECHNICIAN	G002	39,222	47,066	57,420	114	0	260	08/09/1999	5732	52,370	0	0	0	0		CARR, KAREN MICHELL
	INSTRUMENTATION & CONTROLS TECH	I001	42,619	48,901	56,118	097	6	1.067	04/21/1999	07/01/2004	52,374	1,047	0	0	2.00%	107.10%	24100
	INSTRUMENTATION & CONTROLS TECH	I001	39,222	47,066	57,420	114	0	260	07/01/2004	3944	53,422	0	0	0	0		PAPULA, MIKE
	INSTRUMENTATION & CONTROLS TECH	I001	42,619	48,901	56,118	097	1	1.067	02/28/2013	02/28/2013	44,096	882	0	0	2.00%	90.17%	24101
	INSTRUMENTATION & CONTROLS TECH	I001	39,222	47,066	57,420	114	0	260	02/28/2013	780	44,978	0	0	0	0		POTTS, RYAN THOMAS
	MASTER PLANT OPERATOR	M008	41,870	48,048	55,141	095	8	1.000	01/21/1985	07/01/2006	55,141	1,103	0	0	2.00%	114.76%	25300
	MASTER PLANT OPERATOR	M008	39,222	47,066	57,420	114	0	260	07/01/2006	3214	56,244	0	0	0	0		BARRETT, WILLIAM D.
	MASTER PLANT OPERATOR	M008	41,870	48,048	55,141	095	1	1.067	01/29/2013	07/01/2014	41,870	837	0	0	2.00%	87.14%	26001
	MASTER PLANT OPERATOR	M008	39,222	47,066	57,420	114	0	260	07/01/2014	0	42,708	0	0	0	0		DWYER, PATRICK

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: WATER Dep't Code: 500

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#			Duty	Exper.Date		Days All'd	Flat %	Mkt	Step		
MASTER PLANT OPERATOR	M008		41,870	48,048	55,141	095	9	1.067	07/23/1974	07/01/1994	55,141	1,103	0	0	2.00%	114.76%	25301
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	260	07/01/1994	7597	56,244	0	0	0	0	HAND, THOMAS L.	
MASTER PLANT OPERATOR	M008		41,870	48,048	55,141	095	3	1.067	11/30/1995	01/01/2013	46,426	929	0	0	2.00%	96.62%	25309
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	208	01/01/2013	838	47,354	0	0	0	0	HILLIS, MARK LYNN	
MASTER PLANT OPERATOR	M008		41,870	48,048	55,141	095	9	1.067	01/22/1990	07/01/1995	55,141	1,103	0	0	2.00%	114.76%	25302
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	260	07/01/1995	7232	56,244	0	0	0	0	HODGE, WILLIAM P.	
MASTER PLANT OPERATOR	M008		41,870	48,048	55,141	095	9	1.067	05/10/1984	07/01/1990	55,141	1,103	0	0	2.00%	114.76%	25303
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	260	07/01/1990	9058	56,244	0	0	0	0	JOHNSON, MICHAEL L.	
MASTER PLANT OPERATOR	M008		41,870	48,048	55,141	095	2	1.067	05/01/2000	01/25/2007	44,845	897	0	0	2.00%	93.33%	25306
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	260	01/25/2007	3006	45,742	0	0	0	0	JONES, MICHAEL D.	
MASTER PLANT OPERATOR	M008		41,870	48,048	55,141	095	1	1.067	10/18/2010	07/01/2014	41,870	837	0	0	2.00%	87.14%	27200
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	260	07/01/2014	0	42,708	0	0	0	0	POLLOCK, WILLIAM AN	
MASTER PLANT OPERATOR	M008		41,870	48,048	55,141	095	5	1.000	08/17/2009	09/05/2013	48,048	961	0	0	2.00%	100.00%	25312
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	208	09/05/2013	591	49,009	0	0	0	0	RUSSELL, JOSEPH A.	
MASTER PLANT OPERATOR	M008		41,870	48,048	55,141	095	2	1.067	08/11/2005	07/01/2011	44,845	897	0	0	2.00%	93.33%	25311
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	260	07/01/2011	1388	45,742	0	0	0	0	SMITH, JOSH L.	
MASTER PLANT OPERATOR	M008		41,870	48,048	55,141	095	9	1.067	01/31/2000	07/01/2003	55,141	1,103	0	0	2.00%	114.76%	25304
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	260	07/01/2003	4310	56,244	0	0	0	0	VERBAERE, STEVEN L.	
MASTER PLANT OPERATOR	M008		41,870	48,048	55,141	095	2	1.067	03/08/2010	07/01/2011	44,845	897	0	0	2.00%	93.33%	25307
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	208	07/01/2011	1388	45,742	0	0	0	0	WILLIAMS, JEREMY D.	
MASTER PLANT OPERATOR	M008		41,870	48,048	55,141	095	9	1.067	04/15/2000	07/01/2002	55,141	1,103	0	0	2.00%	114.76%	25305
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	208	07/01/2002	4675	56,244	0	0	0	0	ZIPPERER, STEPHEN C	
SOFTWARE SPECIALIST	S015		38,710	44,421	50,974	075	7	1.000	10/07/2002	10/07/2002	49,257	985	0	0	2.00%	110.89%	27300
NETWORK ADMINISTRATOR	S015		39,222	47,066	57,420	114	0	260	10/07/2002	4577	50,242	0	0	0	0	HICKS, PAMELA LEIGH	
M/C FOREMAN	M002		43,306	49,691	57,034	101	9	1.067	02/20/1996	07/03/2014	44,824	896	0	0	2.00%	90.21%	24701
W/WW FOREMAN	M002		39,222	47,066	57,420	114	0	260	07/03/2014	0	45,720	0	0	0	0	GOOLSBY, NEAL E.	
M/C FOREMAN	M002		43,306	49,691	57,034	101	9	1.067	03/05/1990	03/05/1990	57,034	387	0	0	0.68%	114.78%	24700
W/WW FOREMAN	M002		39,222	47,066	57,420	114	0	260	03/05/1990	9176	57,420	0	0	0	0	KEMP, WILLIAM L.	
C.C.C. SUPERVISOR	C001		44,595	51,168	58,698	106	7	1.067	07/23/1985	07/23/1985	56,722	0	0	0	0.00%	110.85%	22400
CROSS CONNECTION SUPERVISOR	C001		37,354	44,825	54,686	113	0	260	07/23/1985	10862	56,722	0	0	0	0	MACCAGNANO, FRANK	
MR/FIELD SERVICE MANAGER	M012		40,833	46,839	53,762	089	9	1.000	08/11/1986	08/11/1986	53,762	924	0	0	1.72%	114.78%	25700
METER SERVICE MANAGER	M012		37,354	44,825	54,686	113	0	260	08/11/1986	10478	54,686	0	0	0	0	MCCULLOUGH, RANDY	
M/C CREW LEADER	M001		40,643	46,634	53,518	087	1	1.067	05/08/2003	05/17/2012	42,058	841	0	0	2.00%	90.19%	24802
W/WW CREW LEADER	M001		37,354	44,825	54,686	113	0	260	05/17/2012	1067	42,899	0	0	0	0	LANDRUM, ANDREW W	
M/C CREW LEADER	M001		40,643	46,634	53,518	087		1.000	07/01/2015	07/01/2015	37,354	747	0	0	2.00%	80.10%	24801
W/WW CREW LEADER	M001		37,354	44,825	54,686	113	0	260	07/01/2015	0	38,101	0	0	0	0	Vacant, Vacant	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: WATER Dep't Code: 500

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#			Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed								Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn		Employee Name
M/C CREW LEADER		M001	40,643	46,634	53,518	087	1	1.067	06/30/1999	07/24/2014	40,653	813	0	0	2.00%	87.18%	24800
W/WW CREW LEADER		M001	37,354	44,825	54,686	113	0	260	07/24/2014	0	41,466	0	0	0	0		WILLIAMS, MICHAEL
RESIDENT INSPECTOR		R005	40,061	45,968	52,749	084	4	1.067	07/25/2005	07/25/2005	45,968	919	0	0	2.00%	100.00%	26600
WATER PROJECTS INSPECTOR		R005	37,354	44,825	54,686	113	0	260	07/25/2005	3555	46,887	0	0	0	0		BARBER, PAUL ROGER
RESIDENT INSPECTOR		R005	40,061	45,968	52,749	084	9	1.067	01/11/1999	01/11/1999	52,749	1,055	0	0	2.00%	114.75%	26604
WATER PROJECTS INSPECTOR		R005	37,354	44,825	54,686	113	0	260	01/11/1999	5942	53,804	0	0	0	0		NEAL, JOHN W.
RESIDENT INSPECTOR		R005	40,061	45,968	52,749	084	3	1.067	01/28/1999	01/28/1999	44,408	888	0	0	5.23%	96.61%	26601
WATER PROJECTS INSPECTOR		R005	37,354	44,825	54,686	113	0	260	01/28/1999	5925	46,732	0	1,436	0	0		TEDROW, BRIAN
RESIDENT INSPECTOR		R005	40,061	45,968	52,749	084	4	1.067	07/09/1992	09/06/2006	45,968	919	0	0	2.00%	100.00%	26602
WATER PROJECTS INSPECTOR		R005	37,354	44,825	54,686	113	0	260	09/06/2006	3147	46,887	0	0	0	0		WEATHERLY, GALVIN
RESIDENT INSPECTOR		R005	40,061	45,968	52,749	084	3	1.067	11/07/2013	11/07/2013	42,910	858	0	0	2.00%	93.35%	26603
WATER PROJECTS INSPECTOR		R005	37,354	44,825	54,686	113	0	260	11/07/2013	528	43,769	0	0	0	0		WHITE, CHARLES ERN
SENIOR ACCOUNTING CLERK		S006	38,727	44,441	50,973	076	8	1.000	11/18/1996	11/18/1996	50,973	1,019	0	0	2.00%	114.70%	26900
ACCOUNTING SPECIALIST		S006	35,575	42,690	52,082	112	0	260	11/18/1996	6726	51,992	0	0	0	0		ADKINS, GAIL BARNET
SENIOR ACCOUNTING CLERK		S006	38,727	44,441	50,973	076	9	1.000	09/28/1992	09/28/1992	50,973	1,019	0	0	2.00%	114.70%	26901
ACCOUNTING SPECIALIST		S006	35,575	42,690	52,082	112	0	260	09/28/1992	8238	51,992	0	0	0	0		NOYCE, DEBRA A.
SENIOR BIOSOLIDS OPERATOR		S007	37,710	43,285	49,670	072	2	1.000	10/02/2015	10/02/2015	37,710	754	0	0	2.00%	87.12%	27001
BIOSOLIDS OPERATOR		S007	35,575	42,690	52,082	112	0	260	10/02/2015	0	38,465	0	0	0	0		JAKES, DANNY
SENIOR BIOSOLIDS OPERATOR		S007	37,710	43,285	49,670	072	5	1.067	04/06/2004	07/01/2004	44,782	896	0	0	2.00%	103.46%	27000
BIOSOLIDS OPERATOR		S007	35,575	42,690	52,082	112	0	260	07/01/2004	3944	45,678	0	0	0	0		MILLER, MONTGOMER
INVENTORY CONTROL COORDINATOR		I002	39,853	45,739	52,478	082	1	1.000	07/07/2014	07/07/2014	39,853	797	0	0	2.00%	87.13%	24200
INVENTORY AND PURCHASING COORDI		I002	35,575	42,690	52,082	112	0	260	07/07/2014	0	40,650	0	0	0	0		HANCOCK, CHARLES
SENIOR LAB TECHNICIAN		S008	38,126	43,742	50,211	073	2	1.067	11/26/2007	11/26/2007	40,830	817	0	0	2.00%	93.34%	27100
LABORATORY ANALYST		S008	35,575	42,690	52,082	112	0	260	11/26/2007	2701	41,647	0	0	0	0		BURRITT, KIMBERLY L.
SENIOR LAB TECHNICIAN		S008	38,126	43,742	50,211	073	1	1.067	09/01/2005	11/18/2013	38,126	763	0	0	2.00%	87.16%	27101
LABORATORY ANALYST		S008	35,575	42,690	52,082	112	0	260	11/18/2013	517	38,889	0	0	0	0		BYRD, JOSHUA L.
SENIOR LAB TECHNICIAN		S008	38,126	43,742	50,211	073	2	1.067	11/11/2010	11/11/2010	40,830	817	0	0	2.00%	93.34%	27102
LABORATORY ANALYST		S008	35,575	42,690	52,082	112	0	260	11/11/2010	1620	41,647	0	0	0	0		OBERLEAS, LONDON M
MAINTENANCE TECHNICIAN		M007	39,083	44,845	51,480	078	7	1.067	12/07/1998	12/07/1998	49,733	995	0	0	2.00%	110.90%	25201
W/WW MAINTENANCE TECHNICIAN		M007	35,575	42,690	52,082	112	0	260	12/07/1998	5977	50,727	0	0	0	0		BREWER, JAMES K.
MAINTENANCE TECHNICIAN		M007	39,083	44,845	51,480	078	7	1.067	06/30/1993	06/30/1993	49,733	995	0	0	2.00%	110.90%	25206
W/WW MAINTENANCE TECHNICIAN		M007	35,575	42,690	52,082	112	0	231	06/30/1993	7963	50,727	0	0	0	0		GOSSAGE, GREGORY
MAINTENANCE TECHNICIAN		M007	39,083	44,845	51,480	078	2	1.067	05/23/2005	05/23/2005	41,870	837	0	0	2.00%	93.37%	25204
W/WW MAINTENANCE TECHNICIAN		M007	35,575	42,690	52,082	112	0	260	05/23/2005	3618	42,708	0	0	0	0		LEWIS, JAMIE E.
MAINTENANCE TECHNICIAN		M007	39,083	44,845	51,480	078	7	1.067	01/04/1993	01/04/1993	49,733	995	0	0	2.00%	110.90%	25207
W/WW MAINTENANCE TECHNICIAN		M007	35,575	42,690	52,082	112	0	260	01/04/1993	8140	50,727	0	0	0	0		MILLER, PHILLIP R.

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: WATER Dep't Code: 500

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
MAINTENANCE TECHNICIAN	M007		39,083	44,845	51,480	078	2	1.067	10/18/2010	10/18/2010	41,870	837	0	0	2.00%	93.37%	25200
W/WWW MAINTENANCE TECHNICIAN	M007		35,575	42,690	52,082	112	0	260	10/18/2010	1644	42,708	0	0	0	0	TEACHOUT, PAUL G.	
MAINTENANCE TECHNICIAN	M007		39,083	44,845	51,480	078	2	1.067	11/30/2006	11/30/2006	41,870	837	0	0	2.00%	93.37%	25203
W/WWW MAINTENANCE TECHNICIAN	M007		35,575	42,690	52,082	112	0	260	11/30/2006	3062	42,708	0	0	0	0	TOLER, STEVEN L.	
MAINTENANCE TECHNICIAN	M007		39,083	44,845	51,480	078	2	1.067	01/17/2008	01/17/2008	41,870	837	0	0	2.00%	93.37%	25208
W/WWW MAINTENANCE TECHNICIAN	M007		35,575	42,690	52,082	112	0	260	01/17/2008	2649	42,708	0	0	0	0	YOUNG, JAMES TIMOT	
MAINTENANCE TECHNICIAN	M007		39,083	44,845	51,480	078	2	1.067	12/20/2010	12/20/2010	41,870	837	0	0	2.00%	93.37%	25202
W/WWW MAINTENANCE TECHNICIAN	M007		35,575	42,690	52,082	112	0	260	12/20/2010	1581	42,708	0	0	0	0	YOUNG, WESLEY	
Administrative Assistant	A005		37,486	43,016	49,362	070	5	1.000	02/04/1985	07/01/2013	44,519	890	0	0	2.00%	103.49%	21800
ADMINISTRATIVE AIDE II	A005		33,881	40,657	49,602	111	0	260	07/01/2013	657	45,409	0	0	0	0	CROCKER, DEBBIE B.	
Administrative Assistant	A005		37,486	43,016	49,362	070	2	1.000	02/27/2003	07/01/2012	40,151	803	0	0	2.00%	93.34%	21801
ADMINISTRATIVE AIDE II	A005		33,881	40,657	49,602	111	0	260	07/01/2012	1022	40,954	0	0	0	0	GOODWIN, PEGGY G.	
Administrative Assistant	A005		37,486	43,016	49,362	070	9	1.000	02/01/1996	02/01/1996	49,374	228	0	0	0.46%	114.78%	21802
ADMINISTRATIVE AIDE II	A005		33,881	40,657	49,602	111	0	260	02/01/1996	7017	49,602	0	0	0	0	PINKSTON, MICHELE R.	
Administrative Assistant	A005		37,486	43,016	49,362	070	3	1.000	08/26/2013	08/26/2013	40,151	803	0	0	2.00%	93.34%	21803
ADMINISTRATIVE AIDE II	A005		33,881	40,657	49,602	111	0	260	08/26/2013	601	40,954	0	0	0	0	ROWLAND, MELISSA A	
DEPT. COORDINATOR/O&M	D002		35,627	40,872	46,898	064	9	1.000	02/11/1988	07/01/2004	46,898	342	0	0	0.73%	114.74%	23001
ADMINISTRATIVE AIDE I	D001		32,268	38,721	47,240	110	0	260	07/01/2004	3944	47,240	0	0	0	0	HOWSE, JENNIE	
REHABILITATION TECHNICIAN	R004		32,906	37,752	43,306	047	9	1.067	02/20/1996	01/17/2007	43,306	866	0	0	2.00%	114.71%	26500
CCTV TECHNICIAN	R004		32,268	38,721	47,240	110	0	260	01/17/2007	3014	44,172	0	0	0	0	CAMPBELL, STEVE E.	
REHABILITATION TECHNICIAN	R004		32,906	37,752	43,306	047	9	1.067	08/05/1996	07/01/2011	43,306	866	0	0	2.00%	114.71%	26501
CCTV TECHNICIAN	R004		32,268	38,721	47,240	110	0	260	07/01/2011	1388	44,172	0	0	0	0	HOPKINS, JONATHAN A	
REHABILITATION TECHNICIAN	R004		32,906	37,752	43,306	047	2	1.067	06/18/2007	07/01/2014	32,906	658	0	0	2.00%	87.16%	25011
CCTV TECHNICIAN	R004		32,268	38,721	47,240	110	0	260	07/01/2014	0	33,564	0	0	0	0	POWERS, MATTHEW P.	
HEAVY EQUIPMENT OPERATOR	H005		34,590	39,686	45,552	056	9	1.067	10/04/1999	07/01/2004	45,552	911	0	0	2.00%	114.78%	24002
HEAVY EQUIPMENT OPERATOR	H005		32,268	38,721	47,240	110	0	260	07/01/2004	3944	46,463	0	0	0	0	GUNTER, LOWELL DW	
HEAVY EQUIPMENT OPERATOR	H005		34,590	39,686	45,552	056	7	1.067	03/10/1997	08/13/2013	44,013	880	0	0	2.00%	110.90%	24001
HEAVY EQUIPMENT OPERATOR	H005		32,268	38,721	47,240	110	0	260	08/13/2013	614	44,893	0	0	0	0	HOBBS, MARCUS SHAN	
HEAVY EQUIPMENT OPERATOR	H005		34,590	39,686	45,552	056	7	1.067	11/29/1999	08/29/2013	44,013	880	0	0	2.00%	110.90%	24000
HEAVY EQUIPMENT OPERATOR	H005		32,268	38,721	47,240	110	0	260	08/29/2013	598	44,893	0	0	0	0	PEAY, RODNEY W.	
LABORATORY TECHNICIAN	L002		33,849	38,843	44,554	052	3	1.067	11/18/2013	11/18/2013	36,260	725	0	0	2.00%	93.35%	24400
LABORATORY TECHNICIAN	L002		32,268	38,721	47,240	110	0	260	11/18/2013	517	36,985	0	0	0	0	JOHNSON, KELLYE D.	
METER READER / FIELD SERVICE CREW	M010		34,632	39,749	45,614	057	7	1.067	08/02/2001	08/01/2013	44,054	881	0	0	2.00%	110.83%	25500
METER SERVICE CREW LEADER	M010		32,268	38,721	47,240	110	0	260	08/01/2013	626	44,935	0	0	0	0	HAYES, BRYAN R.	
UTILITY LOCATOR	U001		34,653	39,749	45,614	058	5	1.067	04/19/1990	07/01/2011	41,142	823	0	0	2.00%	103.51%	27800
UTILITY LOCATOR	U001		32,268	38,721	47,240	110	0	260	07/01/2011	1388	41,965	0	0	0	0	GAMBILL, GREGORY S.	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: WATER Dep't Code: 500

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
UTILITY LOCATOR		U001	34,653	39,749	45,614	058	2	1.067	03/13/2006	07/01/2011	37,107	742	0	0	2.00%	93.35%	27801
UTILITY LOCATOR		U001	32,268	38,721	47,240	110	0	260	07/01/2011	1388	37,849	0	0	0	0	STEVENSON, JEFFREY	
ACCOUNTING CLERK		A003	33,384	38,298	43,953	050	1	1.000	06/11/2007	06/11/2007	34,554	691	0	0	2.00%	90.22%	21601
ACCOUNTING CLERK		A003	30,731	36,877	44,990	109	0	260	06/11/2007	2869	35,245	0	0	0	0	FASIG, DEBORAH	
ADM. SUPPORT SPECIALIST		A004	33,384	38,298	43,953	050	2	1.000	09/13/2007	09/13/2007	35,763	715	0	0	2.00%	93.38%	21700
ADMINISTRATIVE SUPPORT SPECIALIST		A007	30,731	36,877	44,990	109	0	260	09/13/2007	2775	36,478	0	0	0	0	ELLIOTT, LAUREL L.	
C.C.C. TECHNICIAN		C002	32,698	37,523	43,077	046	9	1.067	03/20/2000	10/25/2007	43,077	862	0	0	2.00%	114.80%	22500
CROSS CONNECTION TECHNICIAN		C002	30,731	36,877	44,990	109	0	260	10/25/2007	2733	43,938	0	0	0	0	ORDONEZ, EDGAR ROL	
C.C.C. TECHNICIAN		C002	32,698	37,523	43,077	046	9	1.067	05/07/1999	05/07/1999	43,077	862	0	0	2.00%	114.80%	22501
CROSS CONNECTION TECHNICIAN		C002	30,731	36,877	44,990	109	0	260	05/07/1999	5826	43,938	0	0	0	0	RISNER II, DAVID P.	
FOG PROGRAM COORDINATOR		F019	39,878	45,767	52,514	083	5	1.067	06/23/1997	12/20/2007	47,366	0	0	0	0.00%	103.49%	23700
FOG PROGRAM COORDINATOR		F019	30,731	36,877	44,990	109	0	260	12/20/2007	2677	47,366	0	0	0	0	MCMURRAY, MICHAEL	
PRETREATMENT TECHNICIAN		P056	34,278	39,333	45,115	054	6	1.067	04/05/1990	02/15/2007	42,141	843	0	0	2.00%	107.14%	26400
PRETREATMENT TECHNICIAN		P056	30,731	36,877	44,990	109	0	260	02/15/2007	2985	42,984	0	0	0	0	WEST, ROBERT S.	
WATER QUALITY TECHNICIAN		W003	33,093	37,960	43,576	049	5	1.000	07/01/2004	07/01/2011	39,291	786	0	0	2.00%	103.51%	27700
WATER QUALITY TECHNICIAN		W003	30,731	36,877	44,990	109	0	260	07/01/2011	1388	40,077	0	0	0	0	ROSS, BRUCE A.	
PLANT OPERATOR (WATER & WASTE)	P043		30,971	35,526	41,184	040	1	1.000	11/20/2014	11/20/2014	30,971	619	0	0	2.00%	87.18%	40302
PLANT OPERATOR (WATER & WASTE)	P043		29,268	35,121	42,848	108	0	260	11/20/2014	0	31,590	0	0	0	0	BLANKENSHIP, JUSTIN	
PLANT OPERATOR (WATER & WASTE)	P043		30,971	35,526	41,184	040	2	1.067	08/25/2014	08/25/2014	32,053	641	0	0	2.00%	90.22%	26000
PLANT OPERATOR (WATER & WASTE)	P043		29,268	35,121	42,848	108	0	260	08/25/2014	0	32,694	0	0	0	0	GOODMAN, BRANDON	
PLANT OPERATOR (WATER & WASTE)	P043		30,971	35,526	41,184	040	1	1.000	10/23/2014	10/23/2014	30,971	619	0	0	2.00%	87.18%	26003
PLANT OPERATOR (WATER & WASTE)	P043		29,268	35,121	42,848	108	0	260	10/23/2014	0	31,590	0	0	0	0	HALFACRE, CLINT	
PLANT OPERATOR (WATER & WASTE)	P043		30,971	35,526	41,184	040	1	1.000	11/13/2014	11/13/2014	30,971	619	0	0	2.00%	87.18%	25308
PLANT OPERATOR (WATER & WASTE)	P043		29,268	35,121	42,848	108	0	260	11/13/2014	0	31,590	0	0	0	0	LANE, TOMMIE	
PLANT OPERATOR (WATER & WASTE)	P043		30,971	35,526	41,184	040	1	1.067	12/27/2012	12/27/2012	32,053	641	0	0	2.00%	90.22%	26002
PLANT OPERATOR (WATER & WASTE)	P043		29,268	35,121	42,848	108	0	260	12/27/2012	843	32,694	0	0	0	0	LEMAY, CHARLES E.	
CUSTOMER SERVICE FIELD REP.		C021	30,680	35,214	40,414	037	9	1.067	10/28/1999	02/27/2007	40,414	393	0	0	0.97%	114.77%	22800
CUSTOMER SERVICE FIELD REP.		C021	27,874	33,449	40,808	107	0	260	02/27/2007	2973	40,808	0	0	0	0	BURKHART, ANTHONY	
CUSTOMER SERVICE FIELD REP.		C021	30,680	35,214	40,414	037	6	1.067	02/07/2000	11/15/2007	37,710	754	0	0	2.00%	107.09%	22801
CUSTOMER SERVICE FIELD REP.		C021	27,874	33,449	40,808	107	0	260	11/15/2007	2712	38,465	0	0	0	0	SHEETS, KENNETH EU	
EQUIPMENT OPERATOR		E007	30,649	35,173	40,373	036	2	1.067	06/04/2007	01/20/2014	31,720	634	0	0	2.00%	90.18%	23607
EQUIPMENT OPERATOR		E007	27,874	33,449	40,808	107	0	260	01/20/2014	454	32,354	0	0	0	0	ALCORN, JOSHUA SHA	
EQUIPMENT OPERATOR		E007	30,649	35,173	40,373	036	6	1.067	03/13/2006	03/13/2006	37,669	753	0	0	2.00%	107.10%	23600
EQUIPMENT OPERATOR		E007	27,874	33,449	40,808	107	0	260	03/13/2006	3324	38,422	0	0	0	0	BRINDLEY, RICKEY B.	
EQUIPMENT OPERATOR		E007	30,649	35,173	40,373	036	9	1.067	06/26/2000	05/29/2008	40,373	435	0	0	1.08%	114.78%	23601
EQUIPMENT OPERATOR		E007	27,874	33,449	40,808	107	0	260	05/29/2008	2516	40,808	0	0	0	0	FOX, JEFFREY D.	

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Dep't Name: WATER Dep't Code: 500

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
EQUIPMENT OPERATOR	E007		30,649	35,173	40,373	036	9	1.067	08/24/1987	08/24/1987	40,373	435	0	0	1.08%	114.78%	23608
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	08/24/1987	10100	40,808	0	0	0	0		HEATON, FRANK D.
EQUIPMENT OPERATOR	E007		30,649	35,173	40,373	036	3	1.067	11/20/2006	11/20/2006	33,987	680	0	0	2.00%	96.63%	23602
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	11/20/2006	3072	34,667	0	0	0	0		MCKENNEY, JOHN DAN
EQUIPMENT OPERATOR	E007		30,649	35,173	40,373	036	9	1.067	06/23/1997	06/23/1997	40,373	435	0	0	1.08%	114.78%	23604
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	06/23/1997	6509	40,808	0	0	0	0		RYE SR., ROBERT CAR
STORMWATER EQUIPMENT OPERATOR	S023		30,638	35,173	40,373	035	9	1.067	08/05/1996	07/01/2002	40,373	435	0	0	1.08%	114.78%	27501
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	07/01/2002	4675	40,808	0	0	0	0		TODD, JEFFREY D.
EQUIPMENT OPERATOR	E007		30,649	35,173	40,373	036	3	1.067	02/05/2007	02/05/2007	33,176	664	0	0	2.00%	94.32%	40262
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	02/05/2007	2995	33,840	0	0	0	0		WILLIAMS, DARRYL
EQUIPMENT OPERATOR	E007		30,649	35,173	40,373	036	3	1.067	08/12/2007	02/07/2013	33,987	680	0	0	2.00%	96.63%	23606
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	02/07/2013	801	34,667	0	0	0	0		WILLIS, TERRY LYNN
STORMWATER EQUIPMENT OPERATOR	S023		30,638	35,173	40,373	035	9	1.067	11/15/1990	03/05/2007	40,373	435	0	0	1.08%	114.78%	27500
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	03/05/2007	2967	40,808	0	0	0	0		YOUNG, KEVIN
M/C WORKER	M004		29,099	33,384	38,314	025	1	1.067	02/19/2013	07/24/2014	29,099	582	0	0	2.00%	87.17%	25016
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	07/24/2014	0	29,681	0	0	0	0		ANDERSON, STEPHEN
M/C WORKER	M004		29,099	33,384	38,314	025	1	1.067	12/09/2010	07/01/2012	30,118	602	0	0	2.00%	90.22%	25001
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	07/01/2012	1022	30,721	0	0	0	0		BARRETT, JOSEPH ALE
M/C WORKER	M004		29,099	33,384	38,314	025	2	1.067	06/19/2008	07/01/2010	31,158	623	0	0	2.00%	93.33%	25002
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	07/01/2010	1753	31,782	0	0	0	0		BELL, TODD A.
M/C WORKER	M004		29,099	33,384	38,314	025	2	1.067	09/26/2005	07/01/2008	31,158	623	0	0	2.00%	93.33%	25003
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	07/01/2008	2483	31,782	0	0	0	0		BOGLE, JAMES A.
M/C WORKER	M004		29,099	33,384	38,314	025	1	1.067	02/19/2013	03/27/2014	29,099	582	0	0	2.00%	87.17%	25018
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	03/27/2014	388	29,681	0	0	0	0		CARNER, BRENT A.
M/C WORKER	M004		29,099	33,384	38,314	025	1	1.067	05/21/2012	10/14/2013	29,099	582	0	0	2.00%	87.17%	25019
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	10/14/2013	552	29,681	0	0	0	0		CHUMLEY, KENNETH D.
M/C WORKER	M004		29,099	33,384	38,314	025	6	1.067	09/30/2002	07/01/2008	35,755	715	0	0	2.00%	107.10%	25004
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	07/01/2008	2483	36,470	0	0	0	0		HELD, JAMES T.
M/C WORKER	M004		29,099	33,384	38,314	025	9	1.067	04/24/2000	04/24/2000	38,314	551	0	0	1.44%	114.77%	25005
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	04/24/2000	5473	38,864	0	0	0	0		JORDAN, RANDALL T.
M/C WORKER	M004		29,099	33,384	38,314	025	2	1.067	08/13/2007	05/01/2008	31,158	623	0	0	2.00%	93.33%	25006
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	05/01/2008	2544	31,782	0	0	0	0		MCCRARY, ANDY CANT
M/C WORKER	M004		29,099	33,384	38,314	025	7	1.067	12/17/2001	07/01/2006	37,024	740	0	0	2.00%	110.90%	25007
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	07/01/2006	3214	37,764	0	0	0	0		MCCRARY, KENNETH E
M/C WORKER	M004		29,099	33,384	38,314	025	7	1.067	09/23/2002	04/05/2007	37,024	740	0	0	2.00%	110.90%	25013
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	04/05/2007	2936	37,764	0	0	0	0		MCDONALD, GREGORY

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Dep't Name: WATER Dep't Code: 500

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
M/C WORKER		M004	29,099	33,384	38,314	025	1	1.067	05/09/2005	01/03/2013	30,118	602	0	0	2.00%	90.22%	25008
W/WW MAINTENANCE WORKER		M004	26,547	31,856	38,864	106	0	260	01/03/2013	836	30,721	0	0	0	0	MCGILL, JAMES DALE	
M/C WORKER		M004	29,099	33,384	38,314	025	7	1.067	09/24/2001	07/01/2006	37,024	740	0	0	2.00%	110.90%	25009
W/WW MAINTENANCE WORKER		M004	26,547	31,856	38,864	106	0	260	07/01/2006	3214	37,764	0	0	0	0	MCKNIGHT, NAPOLEON	
M/C WORKER		M004	29,099	33,384	38,314	025	5	1.067	05/19/2003	02/01/2006	34,549	691	0	0	2.00%	103.49%	25014
W/WW MAINTENANCE WORKER		M004	26,547	31,856	38,864	106	0	260	02/01/2006	3364	35,240	0	0	0	0	MILLS, JERRY L.	
M/C WORKER		M004	29,099	33,384	38,314	025	1	1.067	03/21/2011	02/07/2013	30,118	602	0	0	2.00%	90.22%	25010
W/WW MAINTENANCE WORKER		M004	26,547	31,856	38,864	106	0	260	02/07/2013	801	30,721	0	0	0	0	NUTTER, MARVIN E.	
M/C WORKER		M004	29,099	33,384	38,314	025	1	1.067	02/11/2013	01/16/2014	29,099	582	0	0	2.00%	87.17%	25017
W/WW MAINTENANCE WORKER		M004	26,547	31,856	38,864	106	0	260	01/16/2014	458	29,681	0	0	0	0	OAKLEY, TOBY N.	
M/C WORKER		M004	29,099	33,384	38,314	025	9	1.067	09/29/1986	09/29/1986	38,314	551	0	0	1.44%	114.77%	25015
W/WW MAINTENANCE WORKER		M004	26,547	31,856	38,864	106	0	260	09/29/1986	10429	38,864	0	0	0	0	RICHARDSON, STEVEN	
M/C WORKER		M004	29,099	33,384	38,314	025	9	1.067	01/04/1999	07/01/2002	38,314	551	0	0	1.44%	114.77%	25012
W/WW MAINTENANCE WORKER		M004	26,547	31,856	38,864	106	0	260	07/01/2002	4675	38,864	0	0	0	0	VEALS, KENNETH L.	
M/C WORKER		M004	29,099	33,384	38,314	025	1	1.067	04/30/2012	10/14/2013	29,099	582	0	0	2.00%	87.17%	25020
W/WW MAINTENANCE WORKER		M004	26,547	31,856	38,864	106	0	260	10/14/2013	552	29,681	0	0	0	0	YOUNG, JAMES DUSTI	
CUSTOMER SERVICE CLERK		C020	28,626	32,858	37,694	018	1	1.000	12/13/2012	12/13/2012	29,621	592	0	0	2.00%	90.15%	22700
CUSTOMER SERVICE CLERK		C020	25,283	30,339	37,014	105	0	260	12/13/2012	857	30,213	0	0	0	0	BLACK, MAI CHRISTINE	
CUSTOMER SERVICE CLERK		C020	28,626	32,858	37,694	018	9	1.000	08/21/1978	08/21/1978	37,694	0	0	0	0.00%	114.72%	22701
CUSTOMER SERVICE CLERK		C020	25,283	30,339	37,014	105	0	260	08/21/1978	10950	37,694	0	0	0	0	DAVIDSON, CAROLYN	
CUSTOMER SERVICE CLERK		C020	28,626	32,858	37,694	018	4	1.000	10/24/2002	10/24/2002	32,858	657	0	0	2.00%	100.00%	22702
CUSTOMER SERVICE CLERK		C020	25,283	30,339	37,014	105	0	260	10/24/2002	4560	33,515	0	0	0	0	MACK, EDWIN DOUGLA	
CUSTOMER SERVICE CLERK		C020	28,626	32,858	37,694	018	2	1.000	06/30/2008	11/08/2010	30,674	613	0	0	2.00%	93.35%	22703
CUSTOMER SERVICE CLERK		C020	25,283	30,339	37,014	105	0	260	11/08/2010	1623	31,287	0	0	0	0	MCGRAW, JENNIFER L	
CUSTOMER SERVICE CLERK		C020	28,626	32,858	37,694	018	1	1.000	02/24/2011	09/27/2012	29,621	592	0	0	2.00%	90.15%	22705
CUSTOMER SERVICE CLERK		C020	25,283	30,339	37,014	105	0	260	09/27/2012	934	30,213	0	0	0	0	PEDIGO, APRIL S.	
CUSTOMER SERVICE CLERK		C020	28,626	32,858	37,694	018	1	1.000	05/01/2014	10/09/2014	28,626	573	0	0	2.00%	87.12%	22704
CUSTOMER SERVICE CLERK		C020	25,283	30,339	37,014	105	0	260	10/09/2014	0	29,199	0	0	0	0	TANG, LENE	
METER READER		M009	27,851	31,970	36,691	016	1	1.067	05/19/2014	05/19/2014	27,851	557	0	0	2.00%	87.12%	25400
METER READER		M009	25,283	30,339	37,014	105	0	260	05/19/2014	0	28,408	0	0	0	0	BICKEL, ERIC	
METER READER		M009	27,851	31,970	36,691	016	1	1.067	06/28/2012	06/28/2012	28,829	577	0	0	2.00%	90.18%	25401
METER READER		M009	25,283	30,339	37,014	105	0	260	06/28/2012	1025	29,405	0	0	0	0	ELGIN, DANIEL THOMA	
METER READER		M009	27,851	31,970	36,691	016	1	1.000	08/18/2014	08/18/2014	27,851	557	0	0	2.00%	87.12%	25405
METER READER		M009	25,283	30,339	37,014	105	0	260	08/18/2014	0	28,408	0	0	0	0	HEARN, CORY	
METER READER		M009	27,851	31,970	36,691	016	1	1.067	05/02/2013	05/02/2013	28,829	577	0	0	2.00%	90.18%	25402
METER READER		M009	25,283	30,339	37,014	105	0	260	05/02/2013	717	29,405	0	0	0	0	LEONARD, ANTHONY	

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Dep't Name: WATER Dep't Code: 500

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
METER READER		M009	27,851	31,970	36,691	016	2	1.067	02/26/2009	02/26/2009	29,848	597	0	0	2.00%	93.36%	25404
METER READER		M009	25,283	30,339	37,014	105	0	260	02/26/2009	2243	30,445	0	0	0	0	TODD, ADAM BLAKE	
METER READER		M009	27,851	31,970	36,691	016		1.000	07/01/2015	07/01/2015	25,283	506	0	0	2.00%	79.08%	25403
METER READER		M009	25,283	30,339	37,014	105	0	260	07/01/2015	0	25,789	0	0	0	0	Vacant, Vacant	
PART-TIME SECRETARY/RECEPTIONIST	P027		15,113	35,831	56,550	PT01		0.667	06/19/2008	06/19/2008	15,457	309	0	0	14.83%	64.71%	31000
ADMINISTRATIVE SUPPORT SPECIALIST	A004		24,079	28,894	35,251	104	0	260	06/19/2008	2495	17,750	286	1,697	0	0	CANTRELL, SANDRA K	
SECRETARY/RECEPTIONIST	S005		25,838	29,660	34,028	009	1	1.000	02/10/2014	02/10/2014	25,838	517	0	0	2.00%	87.11%	26800
ADMINISTRATIVE SUPPORT SPECIALIST	A004		24,079	28,894	35,251	104	0	260	02/10/2014	433	26,355	0	0	0	0	MAYFIELD, FELICIA D.	
Secretary or Secretary/Receptionist	S003		25,840	29,651	34,026	010	1	1.000	08/14/2014	08/14/2014	25,838	517	0	0	2.00%	87.14%	40231
ADMINISTRATIVE SUPPORT SPECIALIST	A004		24,079	28,894	35,251	104	0	260	08/14/2014	0	26,355	0	0	0	0	THOMAS, SUZANNA	
PART-TIME CUSTODIAN	P014		15,113	35,831	56,550	PT01		0.667	11/19/2007	11/19/2007	12,935	259	0	0	31.75%	54.15%	25900
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	11/19/2007	2708	17,042	2,094	1,754	0	0	TAYLOR, KELVIN	
PART-TIME CUSTODIAN	P014		15,113	35,831	56,550	PT01		0.680	01/07/2008	01/07/2008	10,348	207	0	0	67.67%	42.47%	25901
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	01/07/2008	2659	17,351	5,039	1,757	0	0	TURNER, CLAY W.	
M/C LABORER	M003		24,835	28,496	32,698	007	1	1.067	10/31/2013	10/31/2013	24,835	497	0	0	2.00%	87.15%	24903
W/WW LABORER	M003		22,932	27,518	33,572	103	0	260	10/31/2013	535	25,332	0	0	0	0	CORUM, NATHAN ALIN	
M/C LABORER	M003		24,835	28,496	32,698	007	1	1.067	04/14/2014	04/14/2014	24,835	497	0	0	2.00%	87.15%	24909
W/WW LABORER	M003		22,932	27,518	33,572	103	0	260	04/14/2014	370	25,332	0	0	0	0	DAVENPORT, JEREMIA	
M/C LABORER	M003		24,835	28,496	32,698	007	1	1.000	08/25/2014	08/25/2014	24,835	497	0	0	2.00%	87.15%	24900
W/WW LABORER	M003		22,932	27,518	33,572	103	0	260	08/25/2014	0	25,332	0	0	0	0	LYONS, GABRIEL	
M/C LABORER	M003		24,835	28,496	32,698	007	1	1.067	10/28/2013	10/28/2013	24,835	497	0	0	2.00%	87.15%	24905
W/WW LABORER	M003		22,932	27,518	33,572	103	0	260	10/28/2013	538	25,332	0	0	0	0	MARTIN, VINCENT I.	
M/C LABORER	M003		24,835	28,496	32,698	007	1	1.067	01/03/2013	01/03/2013	25,688	514	0	0	2.00%	90.15%	24904
W/WW LABORER	M003		22,932	27,518	33,572	103	0	260	01/03/2013	836	26,202	0	0	0	0	MARTIN, ALEX HUNTER	
M/C LABORER	M003		24,835	28,496	32,698	007	1	1.067	10/28/2013	10/28/2013	24,835	497	0	0	2.00%	87.15%	24906
W/WW LABORER	M003		22,932	27,518	33,572	103	0	260	10/28/2013	538	25,332	0	0	0	0	NEWMAN, ZACHARY LE	
M/C LABORER	M003		24,835	28,496	32,698	007	1	1.067	01/21/2014	01/21/2014	24,835	497	0	0	2.00%	87.15%	24908
W/WW LABORER	M003		22,932	27,518	33,572	103	0	260	01/21/2014	453	25,332	0	0	0	0	SPIVEY, TIMOTHY LEVE	
M/C LABORER	M003		24,835	28,496	32,698	007	2	1.067	03/21/2011	03/21/2011	26,603	532	0	0	2.00%	93.36%	24910
W/WW LABORER	M003		22,932	27,518	33,572	103	0	260	03/21/2011	1490	27,135	0	0	0	0	ZETTLEMOYER, JEFFE	
CASHIER	C004		22,328	25,604	29,387	002	1	1.000	07/17/2014	07/17/2014	22,328	447	0	0	2.00%	87.21%	22600
CASHIER	C004		19,558	26,208	31,974	102	0	260	07/17/2014	0	22,775	0	0	0	0	BOWEN, ALEXIS	
CASHIER	C004		22,328	25,604	29,387	002	1	1.000	02/20/2014	02/20/2014	22,328	447	0	0	2.00%	87.21%	22603
CASHIER	C004		19,558	26,208	31,974	102	0	260	02/20/2014	423	22,774	0	0	0	0	WOOTEN, KIA T.	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: WATER Dep't Code: 500

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll	\$6,993,603	# Positions	161
Flat 2% Adjustment	\$130,200	# Positions Adjusted (any type)	158 # Not Adj 3
Adjustment To Minimum	\$7,704	# Adjusted To Minimum	4
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$15,547	# Adjusted Toward Maximum	8
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$153,451		
Proposed Payroll	\$7,147,055	% Change	2.19%

DRAFT

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: WATER Dep't Code: 500

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for WATER

Current Payroll	\$6,993,603	# Positions	161
Flat 2% Adjustment	\$130,200	# Positions Adjusted (any type)	158 # Not Adj 3
Adjustment To Minimum	\$7,704	# Adjusted To Minimum	4
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$15,547	# Adjusted Toward Maximum	8
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$153,451		
Proposed Payroll	\$7,147,055	% Change	2.19%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: WATER Dep't Code: 500

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for Pay Plan: Unified

Current Payroll	\$27,423,773	# Positions	824
Flat 2% Adjustment	\$518,445	# Positions Adjusted (any type)	800 # Not Adj 24
Adjustment To Minimum	\$325,940	# Adjusted To Minimum	228
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Max	\$322,483	# Adjusted Toward Max	236
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$1,166,868		
Proposed Payroll	\$28,590,641	% Change	4.25%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Day Rate

100 % Of Market

Dept Name: POLICE Dept Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg	
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	OverMkt	OrgExp	Asgn	Employee Name	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	08/23/2004	08/23/2004	35.25	0.70	0.00	0.00	5%	28600	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	08/23/2004	3891	37.02	0.00	1.06	0.00	0.00 ADAMS, FLOYD D.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	08/17/2009	08/17/2009	35.25	0.70	0.00	0.00	3%	28601	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	08/17/2009	2071	36.41	0.00	0.45	0.00	0.00 ANDERSON, PEGGY A.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	10/13/2014	10/13/2014	35.25	0.70	0.00	0.00	2%	28625	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	10/13/2014	0	35.95	0.00	0.00	0.00	0.00 BLACKBURN, JANIE	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	04/26/2013	04/26/2013	35.25	0.70	0.00	0.00	2%	28602	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	04/26/2013	723	35.96	0.00	0.00	0.00	0.00 BRUTON, JOHN J.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	08/06/2008	08/06/2008	35.25	0.70	0.00	0.00	4%	28603	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	08/06/2008	2447	36.53	0.00	0.58	0.00	0.00 CHANEY, JERRY L.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	10/05/2000	10/05/2000	35.25	0.70	0.00	0.00	6%	28604	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	10/05/2000	5309	37.49	0.00	1.53	0.00	0.00 COLEMAN, SHIRLEY J.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	01/31/2010	01/31/2010	35.25	0.70	0.00	0.00	3%	28605	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	01/31/2010	1904	36.35	0.00	0.40	0.00	0.00 COODE JR., THOMAS H	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	10/30/2014	10/30/2014	35.25	0.70	0.00	0.00	2%	28623	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	10/30/2014	0	35.95	0.00	0.00	0.00	0.00 DAVIS, MARGARET	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	07/02/2012	07/02/2012	35.25	0.70	0.00	0.00	2%	28606	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	07/02/2012	1021	36.06	0.00	0.10	0.00	0.00 DUNLAP JR., FLOYD L.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	08/06/2007	08/06/2007	35.25	0.70	0.00	0.00	4%	28607	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	08/06/2007	2813	36.65	0.00	0.70	0.00	0.00 ELLIS, RONNIE F.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	07/02/2012	07/02/2012	35.25	0.70	0.00	0.00	2%	28608	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	07/02/2012	1021	36.06	0.00	0.10	0.00	0.00 FLETCHER, BESSIE	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	08/15/2003	08/15/2003	35.25	0.70	0.00	0.00	5%	28609	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	08/15/2003	4265	37.14	0.00	1.19	0.00	0.00 GARRETT, HERBERT R	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	09/20/1995	09/20/1995	35.25	0.70	0.00	0.00	8%	28610	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	09/20/1995	7151	38.10	0.00	2.15	0.00	0.00 GIPSON, KATHY J.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	03/12/2004	03/12/2004	35.25	0.70	0.00	0.00	5%	28611	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	03/12/2004	4055	37.07	0.00	1.11	0.00	0.00 GOODMAN, IRMA RUTH	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	01/31/2011	01/31/2011	35.25	0.70	0.00	0.00	3%	28613	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	01/31/2011	1539	36.23	0.00	0.27	0.00	0.00 HARDING, CATHERINE	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	03/12/2004	03/12/2004	35.25	0.70	0.00	0.00	5%	28614	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	03/12/2004	4055	37.07	0.00	1.11	0.00	0.00 HARRELL, CHRISTOBE	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	08/16/2005	08/16/2005	35.25	0.70	0.00	0.00	5%	28615	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	08/16/2005	3533	36.90	0.00	0.94	0.00	0.00 JOHNSON, MILDRED J.	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Day Rate

100 % Of Market

Dept Name: POLICE Dept Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg	
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	OverMkt	OrgExp	Asgn	Employee Name	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	10/28/2014	10/28/2014	35.25	0.70	0.00	0.00	2%	28612	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	10/28/2014	0	35.95	0.00	0.00	0.00	0.00 JONES, STEPHEN	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	07/29/2011	07/29/2011	35.25	0.70	0.00	0.00	3%	28616	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	07/29/2011	1360	36.17	0.00	0.21	0.00	0.00 KLOOSTERMAN, JEFFR	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	10/30/2014	10/30/2014	35.25	0.70	0.00	0.00	2%	40300	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	10/30/2014	0	35.95	0.00	0.00	0.00	0.00 LESTER, BARRY	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	05/29/2014	05/29/2014	24.40	0.49	0.00	0.00	46%	40243	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	260	05/29/2014	0	35.71	10.82	0.00	0.00	0.00 LOVVORN, TINA	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	08/06/2007	08/06/2007	35.25	0.70	0.00	0.00	4%	28617	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	08/06/2007	2813	36.65	0.00	0.70	0.00	0.00 MALONE, MARY K.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	06/28/2012	06/28/2012	35.25	0.70	0.00	0.00	2%	28618	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	06/28/2012	1025	36.06	0.00	0.10	0.00	0.00 MAYNARD, BRENDA J.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	09/15/1997	09/15/1997	35.25	0.70	0.00	0.00	7%	28619	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	09/15/1997	6425	37.86	0.00	1.91	0.00	0.00 MCKNIGHT, GENEVA A	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	04/26/2013	04/26/2013	35.25	0.70	0.00	0.00	2%	28620	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	04/26/2013	723	35.96	0.00	0.00	0.00	0.00 MILLS JR., VERNON R.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	04/26/2013	04/26/2013	35.25	0.70	0.00	0.00	2%	28621	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	04/26/2013	723	35.96	0.00	0.00	0.00	0.00 MOSBY, JO ANN	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	05/29/2014	05/29/2014	24.40	0.49	0.00	0.00	46%	40244	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	260	05/29/2014	0	35.71	10.82	0.00	0.00	0.00 NEWMAN, JERRY	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	01/25/1996	01/25/1996	35.25	0.70	0.00	0.00	8%	28622	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	01/25/1996	7024	38.06	0.00	2.11	0.00	0.00 NEWMAN, HAZEL E.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	05/29/2014	05/29/2014	24.40	0.49	0.00	0.00	46%	40245	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	260	05/29/2014	0	35.71	10.82	0.00	0.00	0.00 PRATER, BEVERLY	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	08/06/2007	08/06/2007	35.25	0.70	0.00	0.00	4%	28624	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	08/06/2007	2813	36.65	0.00	0.70	0.00	0.00 QUALLS, DONALD E.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	08/29/1994	08/29/1994	35.25	0.70	0.00	0.00	8%	28626	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	08/29/1994	7538	38.23	0.00	2.28	0.00	0.00 ROPER, BERDETTE B.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	01/31/1994	01/31/1994	35.25	0.70	0.00	0.00	9%	28627	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	01/31/1994	7748	38.30	0.00	2.35	0.00	0.00 RUSSELL, CLAUDIA AN	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	08/17/2009	08/17/2009	35.25	0.70	0.00	0.00	3%	28628	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	08/17/2009	2071	36.41	0.00	0.45	0.00	0.00 SIMPKINS, PATRICIA A.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	12/29/1999	12/29/1999	35.25	0.70	0.00	0.00	7%	28629	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	12/29/1999	5590	37.58	0.00	1.63	0.00	0.00 SMITH, MARY H.	

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City of Murfreesboro Implementation Report

Proposed Pay Plan Day Rate

100 % Of Market

Dept Name: POLICE Dept Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg	
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	OverMkt	OrgExp	Asgn	Employee Name	

Summary for

Current Payroll		\$230,112	# Positions	34
Flat% Adjustment	\$4,602			
Adjustment To Minimum	\$9,004		# Adjusted To Minimum	3
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Above Market	\$4,635		# Adjusted Above Market	27
Adjustment To Step	\$0		# Adjusted To Step	0
Org Exp Adjustment	\$0		# Org Exp Adjustments	0
Assignment Adjustment	\$0		# Assignment Adjustments	0
Total Adjustments	\$18,241			
Proposed Payroll		\$248,353	% Change	7.93%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Day Rate

100 % Of Market

Dept Name: POLICE Dept Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg	
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	OverMkt	OrgExp	Asgn	Employee Name	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.27	17.23	27.19	PT	#####	01/29/2015	01/29/2015	35.25	0.70	0.00	0.00	2%	40312	
	SCHOOL TRAFFIC PATROL	P025	35.71	37.50	39.38	###	0	180	01/29/2015	0	35.95	0.00	0.00	0.00	0.00 PATERSON, DOROTH	

Summary for

Current Payroll		\$6,768	# Positions	1
Flat% Adjustment	\$135			
Adjustment To Minimum	\$0	# Adjusted To Minimum	0	
Adjustment To Market	\$0	# Adjusted To Market	0	
Adjustment Above Market	\$0	# Adjusted Above Market	0	
Adjustment To Step	\$0	# Adjusted To Step	0	
Org Exp Adjustment	\$0	# Org Exp Adjustments	0	
Assignment Adjustment	\$0	# Assignment Adjustments	0	
Total Adjustments	\$135			
Proposed Payroll		\$6,903	% Change	2.00%

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City of Murfreesboro Implementation Report

Proposed Pay Plan Day Rate

100 % Of Market

Dept Name: POLICE Dept Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg	
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	OverMkt	OrgExp	Asgn	Employee Name	

Summary for POLICE

Current Payroll		\$236,880	# Positions	35
Flat% Adjustment	\$4,738			
Adjustment To Minimum	\$9,004		# Adjusted To Minimum	3
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Above Market	\$4,635		# Adjusted Above Market	27
Adjustment To Step	\$0		# Adjusted To Step	0
Org Exp Adjustment	\$0		# Org Exp Adjustments	0
Assignment Adjustment	\$0		# Assignment Adjustments	0
Total Adjustments	\$18,377			
Proposed Payroll		\$255,257	% Change	7.76%

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Wednesday, March 18, 2015

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City of Murfreesboro Implementation Report

Proposed Pay Plan Day Rate

100 % Of Market

Dept Name: POLICE Dept Code: 620

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg	
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	OverMkt	OrgExp	Asgn	Employee Name	

Summary for Pay Plan: Day Rate

Current Payroll	\$236,880	# Positions	35
Flat% Adjustment	\$4,738		
Adjustment To Minimum	\$9,004	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Above Market	\$4,635	# Adjusted Above Market	27
Adjustment To Step	\$0	# Adjusted To Step	0
Org Exp Adjustment	\$0	# Org Exp Adjustments	0
Assignment Adjustment	\$0	# Assignment Adjustments	0
Total Adjustments	\$18,377		
Proposed Payroll	\$255,257	% Change	7.76%

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Wednesday, March 18, 2015

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City of Murfreesboro Implementation Report

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Summary for City of Murfreesboro

Current Payroll	\$236,880	# Positions	35
Flat% Adjustment	\$4,738		
Adjustment To Minimum	\$9,004	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Above Market	\$4,635	# Adjusted Above Market	27
Adjustment To Step	\$0	# Adjusted To Step	0
Merit Adjustment	\$0	# Merit Adjustments	0
Bonus Adjustment	\$0	# Bonus Adjustments	0
Total Adjustments	\$18,377		
Proposed Payroll	\$255,257	% Change in Total Payroll	7.76%
FICA Rate: 0			
Proposed Payroll plus FICA	\$255,257		