

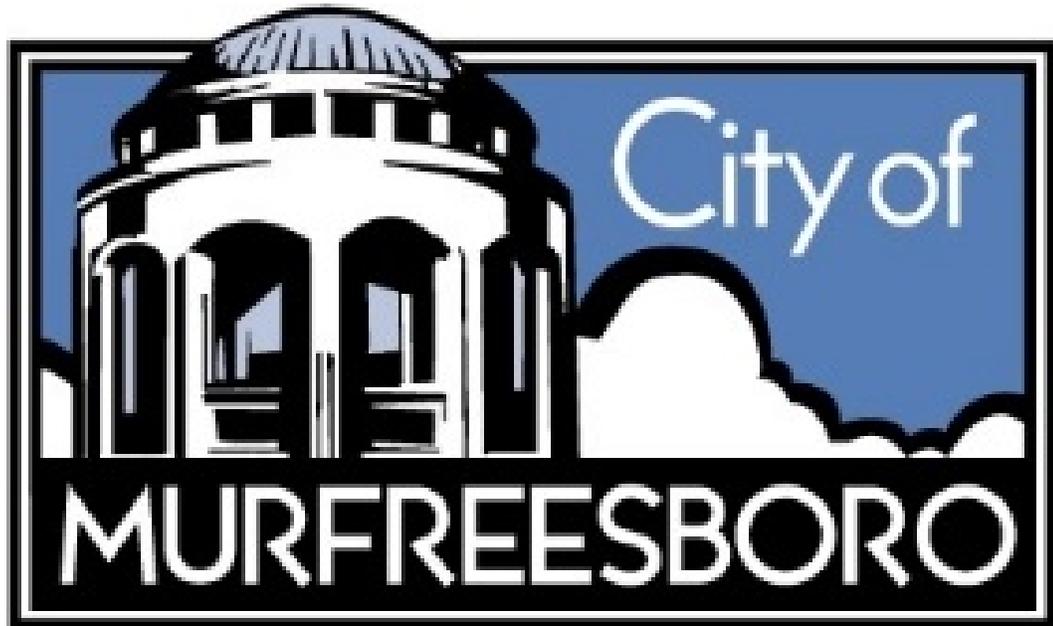
Classification & Compensation Study

Final Report

for

The City of Murfreesboro, TN

May 11, 2015



T E N N E S S E E





MANAGEMENT ADVISORY GROUP INTL., INC.

MANAGEMENT CONSULTING SERVICES

May 11, 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 Final 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



City of Murfreesboro, Tennessee
Final Classification & Compensation Study Report

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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:

- salary 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 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.

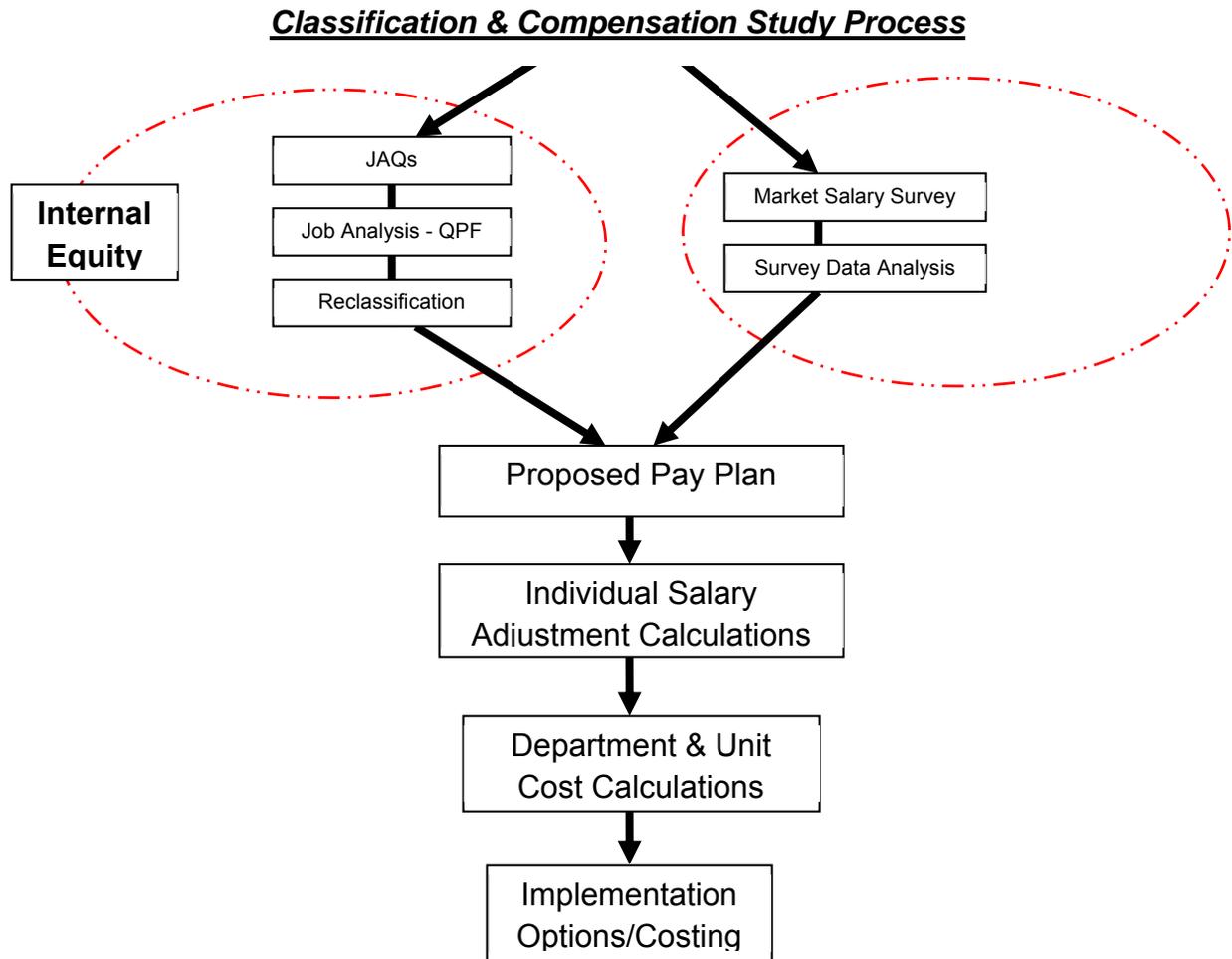
Developed Salary Adjustment Recommendations – Developed salary adjustment recommendations for all City classifications based on the revised pay plan(s) and employee classification, longevity and current salary.

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

Revised Draft Report – Incorporated City technical review of Draft Report materials, and included final employee database revisions.

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

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); and
- a Market Salary Survey to be conducted using benchmark classifications with a selected group of peer and competitor agencies and organizations.

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.

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:

Alvin C. York VA Medical Center
Brentwood, TN
City Of Columbia, MO
City Of McKinney, TX
Consolidated Utility District Of Rutherford County, TN
Germantown, TN
Lexington-Fayette Urban County Government, KY
Nashville-Davidson County, TN
Rutherford County, TN
Town Of Cary, NC
Town Of Smyrna, TN

Athens-Clarke County Unified Government, GA
Chattanooga, TN
City Of Greenville, SC
Clarksville, TN
Franklin, TN
Knoxville, TN
Middle Tennessee Electric Membership Corporation
Oak Ridge, TN
State Of Tennessee
Town Of Collierville, 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.



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.

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 June 28, 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 4% 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 4% 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 achieves the maximum amount of internal equity possible 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 cost to implement the recommended classification and pay structure at 100% market parity for the 1,280 full and part time employees covered by this study, after an across the board increase of 4%, is:

4% Across the Board Increase	\$ 1,692,651 (1,243 employees)
Adjustment to Minimum:	\$ 343,039 (288 employees)
Internal Equity Adjustment:	\$ 579,032 (408 employees)
Total Adjustment Cost:	\$ 2,614,723

Note: This implementation cost represents approximately 5.73% of the base reported payroll. This means that implementation of the proposed classification and compensation structures carries a cost of less than 2% of current payroll.

Plan Implementation

MAG is recommending that the City take steps to address the questions of internally equitable salary placement for every employee. The recommendations would accomplish the following:

- Bring about 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. MAG strongly recommends that the City consider adding a professional level staff person to Human Resources in order to facilitate the implementation and on-going maintenance of the proposed changes to



the classification and compensation structure. 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.

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 Board 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 Manager 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.

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 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.
4. 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.
5. 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 employees who 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.

MAG does not recommend across the board salary increases as a general rule, but rather suggests that funds 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

Any cost of living adjustment should be applied to the entire compensation plan.

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 increase 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.

Future Administration of the Plan

In order to retain the currency of the plan, the City has a maintenance agreement with MAG that would provide a salary survey and a recommended market adjustment of ranges. Under the provisions of MAG's maintenance agreement, 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 the current inequities 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

Salary Survey Results Summary

Salary Survey Results for Murfreesboro, TN COMPETITORS AND PEERS MM

Job Class Title	Averages For Each Job Class					MURFREESBORO, TN								
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
SCHOOL TRAFFIC PATROL (PART-TIME)	\$9,246	\$9,640	\$8,915				-3.6%	\$15,113	38.8%	\$35,831	73.1%	\$56,550	84.2%	274.2%
CUSTODIAN	\$22,217	\$26,832	\$31,446				41.5%	\$21,507	-3.3%	\$24,914	-7.7%	\$28,320	-11.0%	31.7%
LABORER (SOLID WASTE DEPARTMENT)	\$23,225	\$27,689	\$32,153				38.4%	\$24,828	6.5%	\$28,761	3.7%	\$32,693	1.7%	31.7%
SECRETARY/RECEPTIONIST	\$24,391	\$29,788	\$35,184				44.3%	\$25,840	5.6%	\$29,933	0.5%	\$34,026	-3.4%	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%
LANDSCAPER/GREENSKEEPER	\$27,424	\$33,091	\$38,759				41.3%	\$27,332	-0.3%	\$31,661	-4.5%	\$35,991	-7.7%	31.7%
DRIVER (SOLID WASTE DEPARTMENT)	\$25,189	\$33,441	\$41,693				65.5%	\$30,201	16.6%	\$34,985	4.4%	\$39,769	-4.8%	31.7%
EQUIPMENT OPERATOR	\$28,732	\$35,058	\$41,384				44.0%	\$30,649	6.3%	\$35,511	1.3%	\$40,373	-2.5%	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%
LABORATORY TECHNICIAN	\$30,930	\$38,842	\$46,753				51.2%	\$33,849	8.6%	\$39,201	0.9%	\$44,554	-4.9%	31.6%
ADMINISTRATIVE ASSISTANT	\$31,993	\$39,022	\$46,052				43.9%	\$37,486	14.7%	\$43,424	10.1%	\$49,362	6.7%	31.7%
EQUIPMENT MECHANIC	\$32,675	\$39,608	\$46,540				42.4%	\$34,359	4.9%	\$39,801	0.5%	\$45,244	-2.9%	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%
ADMINISTRATIVE SUPPORT SPECIALIST	\$33,198	\$40,946	\$48,694				46.7%	\$33,382	0.6%	\$38,670	-5.9%	\$43,958	-10.8%	31.7%
DISPATCHER (POLICE DEPARTMENT)	\$33,255	\$40,954	\$48,652				46.3%	\$30,539	-8.9%	\$35,377	-15.8%	\$40,214	-21.0%	31.7%
DEPARTMENT COORDINATOR	\$31,636	\$41,127	\$50,617				60.0%	\$35,626	11.2%	\$41,269	0.3%	\$46,912	-7.9%	31.7%
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	\$34,818	\$42,440	\$50,062				43.8%	\$35,246	1.2%	\$40,829	-3.9%	\$46,413	-7.9%	31.7%
FIREFIGHTER I	\$35,768	\$42,624	\$49,480				38.3%	\$34,651	-3.2%	\$36,532	-16.7%	\$38,413	-28.8%	10.9%
CREW LEADER	\$35,139	\$42,684	\$50,229				42.9%	\$32,698	-7.5%	\$37,878	-12.7%	\$43,057	-16.7%	31.7%
MASTER PLANT OPERATOR	\$35,952	\$43,879	\$51,806				44.1%	\$41,870	14.1%	\$48,506	9.5%	\$55,141	6.0%	31.7%
RESIDENT INSPECTOR	\$36,264	\$44,555	\$52,847				45.7%	\$40,061	9.5%	\$46,405	4.0%	\$52,749	-0.2%	31.7%
POLICE OFFICER I	\$37,588	\$44,578	\$51,569				37.2%	\$34,643	-8.5%	\$36,526	-22.0%	\$38,409	-34.3%	10.9%
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%
BUILDING/CODES INSPECTOR	\$37,390	\$45,733	\$54,077				44.6%	\$48,516	22.9%	\$56,202	18.6%	\$63,887	15.4%	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%
COMMUNICATIONS SPECIALIST	\$39,128	\$48,263	\$57,398				46.7%	\$40,728	3.9%	\$47,179	-2.3%	\$53,630	-7.0%	31.7%
FIREFIGHTER - PARAMEDIC	\$40,199	\$50,407	\$60,615				50.8%							
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%
ACCOUNTANT	\$40,423	\$51,042	\$61,662				52.5%	\$42,940	5.9%	\$49,742	-2.6%	\$56,545	-9.0%	31.7%
PLANNER	\$41,154	\$51,373	\$61,592				49.7%	\$45,999	10.5%	\$56,349	8.8%	\$66,699	7.7%	45.0%
LABORATORY SUPERVISOR	\$43,936	\$52,335	\$60,735				38.2%	\$46,571	5.7%	\$53,955	3.0%	\$61,339	1.0%	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%
FIRE CAPTAIN	\$45,861	\$55,401	\$64,942			\$51,034	41.6%	\$51,246	10.5%	\$59,361	6.7%	\$67,476	3.8%	31.7%
POLICE SERGEANT	\$46,998	\$55,835	\$64,672				37.6%	\$47,429	0.9%	\$54,942	-1.6%	\$62,455	-3.5%	31.7%
FACILITY SUPERINTENDENT - MAINTENANCE	\$46,094	\$56,317	\$66,539				44.4%	\$41,337	-11.5%	\$50,639	-11.2%	\$59,940	-11.0%	45.0%

Salary Survey Results for Murfreesboro, TN COMPETITORS AND PEERS MM

Job Class Title	Averages For Each Job Class					MURFREESBORO, TN								
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
PAYROLL SUPERVISOR/HR SPECIALIST	\$47,232	\$59,012	\$70,792				49.9%	\$53,729	12.1%	\$62,238	5.2%	\$70,746	-0.1%	31.7%
AIRPORT MANAGER	\$47,483	\$60,409	\$73,335			\$122,735	54.4%	\$59,527	20.2%	\$72,920	17.2%	\$86,314	15.0%	45.0%
PROJECT ENGINEER	\$47,568	\$61,342	\$75,116				57.9%	\$52,206	8.9%	\$63,953	4.1%	\$75,700	0.8%	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	\$54,392	\$63,571	\$72,750				33.8%	\$53,814	-1.1%	\$62,338	-2.0%	\$70,862	-2.7%	31.7%
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%
								\$65,897	21.0%	\$80,724	20.8%	\$95,551	20.7%	45.0%
GIS COORDINATOR	\$52,654	\$65,697	\$78,740				49.5%	\$48,633	-8.3%	\$56,336	-16.6%	\$64,038	-23.0%	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%
POLICE CAPTAIN	\$60,581	\$72,348	\$84,114				38.8%	\$64,105	5.5%	\$74,260	2.6%	\$84,414	0.4%	31.7%
STAFF ATTORNEY	\$62,910	\$75,331	\$87,752				39.5%	\$64,503	2.5%	\$79,016	4.7%	\$93,528	6.2%	45.0%
FIRE CAPTAIN - SHIFT INSPECTOR	\$63,041	\$76,020	\$88,999				41.2%	\$53,268	-18.3%	\$61,692	-23.2%	\$70,116	-26.9%	31.6%
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			\$75,230	51.6%	\$67,060	1.4%	\$82,149	-1.2%	\$97,238	-3.0%	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%
								\$77,933	7.3%	\$95,468	1.4%	\$113,003	-2.7%	45.0%
DIRECTOR, INFORMATION TECHNOLOGY	\$73,765	\$94,667	\$115,568			\$147,887	56.7%	\$50,284	-46.7%	\$61,597	-53.7%	\$72,911	-58.5%	45.0%
								\$50,284	-46.7%	\$61,597	-53.7%	\$72,911	-58.5%	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%
ASSISTANT HUMAN RESOURCES DIRECTOR	\$79,308	\$99,774	\$120,239				51.6%	\$67,212	-18.0%	\$82,335	-21.2%	\$97,458	-23.4%	45.0%
HUMAN RESOURCES DIRECTOR	\$78,999	\$102,743	\$126,488			\$111,706	60.1%	\$83,753	5.7%	\$102,598	-0.1%	\$121,443	-4.2%	45.0%
								\$83,753	5.7%	\$102,598	-0.1%	\$121,443	-4.2%	45.0%
FINANCE DIRECTOR	\$84,296	\$110,480	\$136,664			\$143,945	62.1%	\$90,156	6.5%	\$110,442	0.0%	\$130,727	-4.5%	45.0%
								\$90,156	6.5%	\$110,442	0.0%	\$130,727	-4.5%	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%
								\$89,331	2.0%	\$109,431	-3.7%	\$129,530	-7.6%	45.0%
CITY ATTORNEY	\$91,572	\$121,021	\$150,469			\$151,311	64.3%	\$98,852	7.4%	\$121,093	0.1%	\$143,334	-5.0%	45.0%
								\$98,852	7.4%	\$121,093	0.1%	\$143,334	-5.0%	45.0%
CITY MANAGER	\$121,922	\$156,691	\$191,459			\$160,350	57.0%	\$116,960	-4.2%	\$143,276	-9.4%	\$169,591	-12.9%	45.0%
								\$116,960	-4.2%	\$143,276	-9.4%	\$169,591	-12.9%	45.0%
Survey Averages	\$47,009	\$58,306	\$69,584			\$111,143	45.89%	\$53,045	11.38%	\$63,679	8.44%	\$74,314	6.36%	40.10%

SECTION 4.0

Proposed Pay Plans

Proposed Pay Plans

**Proposed Pay Plans
City of Murfreesboro**

<i>Code</i>	<i>Proposed Class Title</i>	<i>100 % Of Market</i>		
		<i>Daily Min</i>	<i>Daily Max</i>	
Day Rate				
501		\$38.10	\$40.00	\$42.00
P025	SCHOOL TRAFFIC PATROL			

1 Active Proposed Classes in the Day Rate Pay Plan

**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>	<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			
217		\$60,939	\$73,126	\$87,020
F022	FIRE MARSHAL			

10 Active Proposed Classes in the Public Safety Pay Plan

**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>	<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			
0006	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			

**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			
IO02	INVENTORY AND PURCHASING COORDINATOR			
S008	LABORATORY ANALYST			
L010	LEGAL ASSISTANT			
T001	NETWORK SPECIALIST			
P021	NURSE			
P037	Payroll Assistant			

**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
T014	TURF CARE SUPERVISOR			
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			

**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>	<i>Ann Max</i>
Unified				
117		\$45,404	\$54,485	\$66,471
S013	SIGN ADMINISTRATOR			
G004	W/WW GIS MANAGER			
W002	WATER QUALITY SPECIALIST			
118		\$47,674	\$57,209	\$69,795
C005	CHIEF CITY COURT CLERK			
F007	FINANCE/PERSONNEL SUPERVISOR			
H009	HEAD TENNIS PROFESSIONAL			
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			
S027	SYSTEMS ANALYST			
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			
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

**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
A021	ASSISTANT DIRECTOR - RECREATION			
A028	ASSISTANT POLICE CHIEF			
D013	DIRECTOR - BUILDING			
D014	DIRECTOR - COMMUNITY DEVELOPMENT			
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			

204 Active Proposed Classes in the Unified Pay Plan

**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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215 Active Proposed Classes in City of Murfreesboro

SECTION 5.0

Classification Comparison List

CLASS COMPARISON LIST BY PAY PLAN

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Class Comparison List By Pay Plan
City of Murfreesboro

Proposed Pay Plan: Day Rate

<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>
501				\$74,286	\$78,000	\$81,900
SCHOOL TRAFFIC PATROL		PART-TIME SCHOOL TRAFFIC PATROL		15,112	35,831	56,550

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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
217				\$60,939	\$73,126	\$87,020
FIRE MARSHAL	FIRE MARSHAL			58,518	72,710	84,852

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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
	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
	Referee/Scorekeeper			0	0	0
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	Gym Supervisor		15,112	35,831	56,550
	FACILITY ATTENDANT LEAD	Head Swim Instructor		15,112	35,831	56,550
	FACILITY ATTENDANT LEAD	PART-TIME HEAD DANCE INSTRUCTOR		15,112	35,831	56,550
	FACILITY ATTENDANT LEAD	Pool Manager		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

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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>
103				\$22,932	\$27,518	\$33,572
LABORER		PART-TIME SUPPLY & MAINTENANCE		15,112	35,831	56,550
PARKING ENFORCEMENT AIDE		PARKING OFFICER		22,590	29,923	29,747
RECREATION PROGRAM SPECIALIST		Assist Operations Coordinator		31,503	36,149	41,483
RECREATION PROGRAM SPECIALIST		Assist Program Coordinator Gateway/Greenway		15,112	35,831	56,550
RECREATION PROGRAM SPECIALIST		PART-TIME ASSISTANT OPERATIONS COORDINATOR		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
CUSTOMER SERVICE CLERK		LEAD CUSTOMER SERVICE CLERK		31,882	36,586	41,982
LANDSCAPER/GREENSKEEPER		LANDSCAPER/GREENSKEEPER		27,331	31,363	35,990
METER READER		METER READER		27,851	31,969	36,691

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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>
105				\$25,283	\$30,339	\$37,014
	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
	W/WW MAINTENANCE WORKER	M/C WORKER		29,099	33,384	38,313
	W/WW MAINTENANCE WORKER	MAINTENANCE WORKER		23,108	26,517	30,430
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	PART-TIME EQUIPMENT OPERATOR		15,112	35,831	56,550
	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

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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
	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
	HELPDESK 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 QUALTY TECHNICIAN	WATER QUALTY 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

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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>
111				\$33,881	\$40,657	\$49,602
	ADMINISTRATIVE AIDE II	Department Coordinator		35,625	40,881	46,911
	ASSISTANT PROGRAM COORDINATOR	Assist Program Coordinator/Youth Development		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
	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

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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
113				\$37,354	\$44,825	\$54,686
	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
	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

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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>
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
	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
	HEAD TENNIS PROFESSIONAL			0	0	0
	REPORTING & COMPLIANCE MANAGER	ACCOUNTANT/FIXED ASSET MANAGER		46,414	57,671	67,301
	REPORTING & COMPLIANCE MANAGER	REPORTING AND COMPLIANCE MANAGER		46,566	53,430	61,308
	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

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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>
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
	STREETS SUPERINTENDENT	SUPERINTENDENT		40,831	46,854	53,766
	SYSTEMS ANALYST	SYSTEMS ANALYST		46,839	55,107	64,310
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
	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

DRAFT Wednesday, May 13, 2015

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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>
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
	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 - SENIOR CITIZENS		50,283	62,477	72,910
	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 RESOURCES	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 - TRANSPORTATION		68,754	85,427	99,694
	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 - PLANNING		73,654	91,514	106,797

DRAFT Wednesday, May 13, 2015

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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>
129				\$81,539	\$97,846	\$119,373
	DIRECTOR - RECREATION	DIRECTOR - RECREATION		77,932	96,831	113,002
	DIRECTOR - WATER/WASTEWATER	DIRECTOR - WATER		87,609	108,853	127,032
	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 - INFORMATION TECHNOLOGY		73,279	91,049	106,254
131				\$89,896	\$107,876	\$131,608
	CITY ENGINEER	CITY ENGINEER		82,510	102,519	119,639
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

Proposed Class List By Title

City of Murfreesboro

Proposed Class Title	Code	Pay Plan	Grade	Min	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>

Proposed Class List By Title

City of Murfreesboro

Proposed Class Title	Code	Pay Plan	Grade	Min	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>7</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>27</u>
F						
FACILITY ATTENDANT	F001	Unified	101	\$18,627	\$24,960	\$30,451 <u>71</u>
FACILITY ATTENDANT LEAD	H003	Unified	103	\$22,932	\$27,518	\$33,572 <u>8</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	Public Safety	217	\$60,939	\$73,126	\$87,020 <u>1</u>
FIRE TRAINING COORDINATOR	F014	Public Safety	213	\$50,134	\$60,161	\$71,592 <u>2</u>

Proposed Class List By Title

City of Murfreesboro

Proposed Class Title	Code	Pay Plan	Grade	Min		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>
HEAD TENNIS PROFESSIONAL	H009	Unified	118	\$47,674	\$57,209	\$69,795	<u>0</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>3</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>28</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>77</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>

Proposed Class List By Title

City of Murfreesboro

Proposed Class Title	Code	Pay Plan	Grade	Min	Max	#
METER SERVICE MANAGER	M012	Unified	113	\$37,354	\$44,825	\$54,686 <u>1</u>
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>8</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>5</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>10</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>9</u>
RECREATION SERVICES ASSISTANT	P039	Unified	101	\$18,627	\$24,960	\$30,451 <u>32</u>
Referee/Scorekeeper	R010					<u>0</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>2</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>

Proposed Class List By Title

City of Murfreesboro

Proposed Class Title	Code	Pay Plan	Grade	Min	Max	#
S						
SAFETY COORDINATOR W/WW	S001	Unified	117	\$45,404	\$54,485	\$66,471 <u>1</u>
SAFETY OFFICER	S002	Unified	120	\$52,561	\$63,073	\$76,949 <u>1</u>
SCHOOL TRAFFIC PATROL	P025	Day Rate	501	\$74,286	\$78,000	\$81,900 <u>35</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>
SYSTEMS ANALYST	S027	Unified	120	\$52,561	\$63,073	\$76,949 <u>1</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>21</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>

216 Job Classes

SECTION 7.0

Implementation Cost by Job Class

Implementation Cost By Proposed Classification City of Murfreesboro

Proposed Pay Plan Day Rate

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
SCHOOL TRAFFIC PATROL	P025		6,768	35	9,475	35	0	0	0	0	2,076	14	0	0	0	0	11,551	7,098	330	4.9%

Summary for Pay Plan: Day Rate

Pay Plan Totals	# Job Classes	# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#	Total
		1	35	9,475	35	0	0	0	0	2,076	14	0	0	0	0

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	6,939	3	0	0	0	0	0	0	0	0	0	0	0	6,939	60,138	2,313	4.0%
FIRE CAPTAIN	F008		61,538	32	55,303	28	0	0	0	0	0	0	0	0	0	0	0	55,303	63,266	1,728	2.8%
FIRE DRIVER	F012		50,319	47	94,599	47	0	0	0	0	1,249	1	0	0	0	0	0	95,849	52,358	2,039	4.1%
FIRE MARSHAL	F022		58,519	1	2,341	1	79	1	0	0	0	0	0	0	0	0	0	2,420	60,939	2,420	4.1%
FIRE TRAINING COORDINATOR	F014		58,449	2	4,676	2	0	0	0	0	1,070	1	0	0	0	0	0	5,746	61,322	2,873	4.9%
Firefighter	F025		39,345	90	141,641	90	13,790	21	0	0	133,489	69	0	0	0	0	0	288,920	42,555	3,210	8.2%
POLICE LIEUTENANT	P048		60,800	10	24,320	10	0	0	0	0	0	0	0	0	0	0	0	24,320	63,232	2,432	4.0%
Police Officer	P075		40,435	160	249,619	160	24,243	44	0	0	197,760	108	0	0	0	0	0	471,621	43,383	2,948	7.3%
POLICE SERGEANT	P052		52,542	37	77,763	37	0	0	0	0	0	0	0	0	0	0	0	77,763	54,644	2,102	4.0%
POLICE TRAINEE	P053		34,012	13	17,686	13	0	0	0	0	0	0	0	0	0	0	0	17,686	35,373	1,360	4.0%

Summary for Pay Plan: Public Safety

Pay Plan Totals	# Job Classes														Total		
		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#			
	10	395	674,887	391	38,112	66	0	0	333,568	179	0	0	0	0	0	0	1,046,567

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	5,697	3	0	0	0	0	1,297	1	0	0	0	0	6,994	49,806	2,331	4.9%
ACCOUNTING CLERK	A003		34,554	1	1,382	1	0	0	0	0	0	0	0	0	0	0	1,382	35,936	1,382	4.0%
ACCOUNTING SPECIALIST	S006		50,973	2	2,218	2	0	0	0	0	0	0	0	0	0	0	2,218	52,082	1,109	2.2%
ADMINISTRATIVE AIDE I	D001		41,447	8	8,632	8	3,480	1	0	0	4,140	2	0	0	0	0	16,252	43,479	2,032	4.9%
ADMINISTRATIVE AIDE II	A005		43,245	13	17,270	13	0	0	0	0	0	0	0	0	0	0	17,270	44,573	1,328	3.1%
ADMINISTRATIVE SUPPORT SPECIALIST	A004		20,122	22	17,298	22	21,778	8	0	0	8,032	7	0	0	0	0	47,109	22,263	2,141	10.6%
ADMINISTRATIVE SUPPORT SPECIALIST	A007		36,684	21	30,815	21	0	0	0	0	614	1	0	0	0	0	31,429	38,181	1,497	4.1%
ADULT DAY SERVICES ACTIVITY ASST	P003		14,755	2	1,180	2	0	0	0	0	884	1	0	0	0	0	2,064	15,787	1,032	7.0%
ADULT DAY SERVICES PROGRAM COOR	P004		18,824	1	753	1	0	0	0	0	690	1	0	0	0	0	1,443	20,267	1,443	7.7%
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	2,649	7	195	3	0	0	5,491	6	0	0	0	0	8,335	10,650	1,191	12.6%
ASSISTANT CITY ATTORNEY	A015		93,072	3	11,169	3	3,966	1	0	0	9,924	2	0	0	0	0	25,058	101,425	8,353	9.0%
ASSISTANT CITY MANAGER	A016		112,404	1	4,496	1	0	0	0	0	2,056	1	0	0	0	0	6,553	118,956	6,553	5.8%
ASSISTANT DIRECTOR - BUILDING	D003		71,927	1	2,877	1	0	0	0	0	0	0	0	0	0	0	2,877	74,804	2,877	4.0%
ASSISTANT DIRECTOR - FINANCE	A017		80,682	1	3,227	1	0	0	0	0	0	0	0	0	0	0	3,227	83,909	3,227	4.0%
ASSISTANT DIRECTOR - HUMAN RESOU	A025		78,000	1	3,120	1	0	0	0	0	0	0	0	0	0	0	3,120	81,120	3,120	4.0%
ASSISTANT DIRECTOR - RECREATION	A021		74,589	1	2,984	1	0	0	0	0	0	0	0	0	0	0	2,984	77,572	2,984	4.0%
ASSISTANT DIRECTOR - SOLID WASTE	A022		48,059	1	1,922	1	0	0	0	0	0	0	0	0	0	0	1,922	49,981	1,922	4.0%
ASSISTANT DIRECTOR - TRAFFIC	A033		82,391	1	2,445	1	0	0	0	0	0	0	0	0	0	0	2,445	84,836	2,445	3.0%
ASSISTANT DIRECTOR - TRANSPORTATI	A018		80,212	1	3,208	1	0	0	0	0	0	0	0	0	0	0	3,208	83,421	3,208	4.0%
ASSISTANT FIRE CHIEF	A023		76,236	3	9,148	3	0	0	0	0	0	0	0	0	0	0	9,148	79,286	3,049	4.0%
ASSISTANT PLANT MANAGER	A027		52,664	2	4,213	2	0	0	0	0	0	0	0	0	0	0	4,213	54,770	2,107	4.0%
ASSISTANT POLICE CHIEF	A028		89,191	1	3,568	1	0	0	0	0	0	0	0	0	0	0	3,568	92,759	3,568	4.0%
ASSISTANT PROGRAM COORDINATOR	A029		28,599	10	11,440	10	12,260	6	0	0	8,916	6	0	0	0	0	32,616	31,861	3,262	11.4%
ASSISTANT TO THE CITY MANAGER	A030		76,170	1	3,047	1	2,322	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	2,995	2	0	0	0	0	0	0	0	0	0	0	2,995	69,090	1,498	2.2%
BENEFITS ADMINISTRATOR	B001		44,647	2	3,572	2	0	0	0	0	1,067	1	0	0	0	0	4,639	46,967	2,319	5.2%
BIOSOLIDS OPERATIONS FOREMAN	B002		55,141	1	2,206	1	0	0	0	0	0	0	0	0	0	0	2,206	57,346	2,206	4.0%
BIOSOLIDS OPERATOR	S007		41,246	2	3,300	2	0	0	0	0	0	0	0	0	0	0	3,300	42,896	1,650	4.0%
BUILDING/CODES INSPECTOR	B003		61,901	6	2,079	1	0	0	0	0	0	0	0	0	0	0	2,079	62,248	346	0.6%
BUILDING/CODES INSPECTOR (TRAINEE	B004		43,119	1	1,725	1	0	0	0	0	0	0	0	0	0	0	1,725	44,844	1,725	4.0%
BUS/VAN DRIVER	P008		3,156	3	379	3	0	0	0	0	157	1	0	0	0	0	535	3,335	178	5.7%
CARE PROGRAM SPECIALIST	C003		41,697	1	1,668	1	0	0	0	0	0	0	0	0	0	0	1,668	43,365	1,668	4.0%
CAREGIVER INFORMATION COORDINAT	P009		11,828	1	473	1	1,503	1	0	0	622	1	0	0	0	0	2,598	14,427	2,598	22.0%
CASHIER	C004		22,328	2	1,786	2	0	0	0	0	0	0	0	0	0	0	1,786	23,221	893	4.0%
CCTV TECHNICIAN	R004		39,839	3	4,781	3	0	0	0	0	0	0	0	0	0	0	4,781	41,432	1,594	4.0%
CHIEF CITY COURT CLERK	C005		52,402	1	2,096	1	0	0	0	0	0	0	0	0	0	0	2,096	54,498	2,096	4.0%
CITY ATTORNEY	C006		143,334	1	5,733	1	0	0	0	0	0	0	0	0	0	0	5,733	149,067	5,733	4.0%

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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	4,143	1	0	0	0	0	0	0	0	0	0	0	0	4,143	107,711	4,143	4.0%
CITY JUDGE		C008	64,748	1	2,101	1	0	0	0	0	0	0	0	0	0	0	0	2,101	66,849	2,101	3.2%
CITY MANAGER		C009	160,654	1	6,426	1	0	0	0	0	0	0	0	0	0	0	0	6,426	167,080	6,426	4.0%
CLAIMS SPECIALIST		L011	55,650	1	2,226	1	0	0	0	0	0	0	0	0	0	0	0	2,226	57,877	2,226	4.0%
COMMUNICATIONS SHIFT SUPERVISOR		C012	46,416	7	12,996	7	0	0	0	0	0	0	0	0	0	0	0	12,996	48,273	1,857	4.0%
COORDINATOR - EFFECTIVE UTILITY MA		E001	76,241	1	3,050	1	0	0	0	0	0	0	0	0	0	0	0	3,050	79,290	3,050	4.0%
COURIER		P013	9,360	2	749	2	0	0	0	0	909	2	0	0	0	0	0	1,658	10,189	829	8.9%
COURT CLERK		C023	35,760	3	4,291	3	0	0	0	0	1,247	2	0	0	0	0	0	5,539	37,606	1,846	5.2%
CREW LEADER		C014	40,262	5	8,052	5	0	0	0	0	0	0	0	0	0	0	0	8,052	41,872	1,610	4.0%
CRIME DATA ANALYST		C015	40,269	1	1,611	1	0	0	0	0	0	0	0	0	0	0	0	1,611	41,880	1,611	4.0%
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	3,446	2	0	0	0	0	0	0	0	0	0	0	0	3,446	44,800	1,723	4.0%
CULTURAL ARTS PROGRAM SPECIALIST		C017	10,495	1	420	1	5,864	1	0	0	432	1	0	0	0	0	0	6,716	17,211	6,716	64.0%
CUSTODIAL SERVICES FOREMAN		F002	35,430	2	2,834	2	0	0	0	0	0	0	0	0	0	0	0	2,834	36,848	1,417	4.0%
CUSTODIAN		C018	19,306	20	15,445	20	18,340	10	0	0	17,282	12	0	0	0	0	0	51,067	21,860	2,553	13.2%
CUSTOMER SERVICE CLERK		C020	31,568	7	7,331	6	0	0	0	0	0	0	0	0	0	0	0	7,331	32,615	1,047	3.3%
CUSTOMER SERVICE FIELD REP.		C021	39,062	2	1,902	2	0	0	0	0	0	0	0	0	0	0	0	1,902	40,013	951	2.4%
CUSTOMER SERVICE MANAGER		C022	69,278	1	2,771	1	0	0	0	0	0	0	0	0	0	0	0	2,771	72,049	2,771	4.0%
DEPUTY FIRE CHIEF		D004	86,642	1	3,466	1	0	0	0	0	0	0	0	0	0	0	0	3,466	90,108	3,466	4.0%
DEPUTY POLICE CHIEF		D005	93,022	1	3,721	1	0	0	0	0	0	0	0	0	0	0	0	3,721	96,743	3,721	4.0%
DEVELOPMENT COORDINATOR		D007	61,308	1	1,998	1	0	0	0	0	0	0	0	0	0	0	0	1,998	63,306	1,998	3.3%
DIRECTOR - BUILDING		D013	87,581	1	3,503	1	0	0	0	0	0	0	0	0	0	0	0	3,503	91,084	3,503	4.0%
DIRECTOR - COMMUNICATIONS		C010	79,781	1	3,191	1	0	0	0	0	0	0	0	0	0	0	0	3,191	82,972	3,191	4.0%
DIRECTOR - COMMUNITY DEVELOPMEN		D014	74,903	1	2,996	1	0	0	0	0	0	0	0	0	0	0	0	2,996	77,899	2,996	4.0%
DIRECTOR - FINANCE		F006	115,940	1	4,638	1	0	0	0	0	0	0	0	0	0	0	0	4,638	120,577	4,638	4.0%
DIRECTOR - FLEET SERVICES		F018	78,860	1	3,154	1	0	0	0	0	0	0	0	0	0	0	0	3,154	82,015	3,154	4.0%
DIRECTOR - GOLF		D018	95,551	1	2,657	1	0	0	0	0	0	0	0	0	0	0	0	2,657	98,208	2,657	2.8%
DIRECTOR - HUMAN RESOURCES		H008	97,195	1	3,888	1	0	0	0	0	0	0	0	0	0	0	0	3,888	101,083	3,888	4.0%
DIRECTOR - INFORMATION TECHNOLOG		D010	85,039	1	3,402	1	0	0	0	0	1,463	1	0	0	0	0	0	4,865	89,904	4,865	5.7%
DIRECTOR - PLANNING		D011	73,654	1	2,946	1	4,939	1	0	0	0	0	0	0	0	0	0	7,885	81,539	7,885	10.7%
DIRECTOR - PURCHASING		P069	77,000	1	3,080	1	0	0	0	0	0	0	0	0	0	0	0	3,080	80,080	3,080	4.0%
DIRECTOR - RECREATION		D015	106,906	1	4,276	1	0	0	0	0	0	0	0	0	0	0	0	4,276	111,182	4,276	4.0%
DIRECTOR - SENIOR CITIZENS CENTER		D012	50,284	1	2,011	1	14,787	1	0	0	1,310	1	0	0	0	0	0	18,108	68,393	18,108	36.0%
DIRECTOR - SOLID WASTE		D016	81,842	1	3,274	1	0	0	0	0	0	0	0	0	0	0	0	3,274	85,115	3,274	4.0%
DIRECTOR - TRANSPORTATION		D0009	99,694	1	3,988	1	0	0	0	0	0	0	0	0	0	0	0	3,988	103,682	3,988	4.0%
DIRECTOR - URBAN ENVIRONMENTAL		D017	77,113	1	3,085	1	0	0	0	0	5,010	1	0	0	0	0	0	8,095	85,208	8,095	10.5%
DIRECTOR - WATER/WASTEWATER		D008	109,382	1	4,375	1	0	0	0	0	0	0	0	0	0	0	0	4,375	113,757	4,375	4.0%
DISPATCHER - POLICE		D019	32,983	24	31,664	24	3,547	7	0	0	20,229	16	0	0	0	0	0	55,439	35,293	2,310	7.0%

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Proposed Pay Plan	Unified																				
DRIVER - SOLID WASTE	D020		35,918	29	36,699	29	0	0	0	0	0	0	0	0	0	0	0	36,699	37,183	1,265	3.5%
ELECTRICAL INSPECTOR	E002		48,532	4	5,460	3	0	0	0	0	0	0	0	0	0	0	0	5,460	49,897	1,365	2.8%
ENGINEER	E003		56,532	1	2,261	1	0	0	0	0	0	0	0	0	0	0	0	2,261	58,794	2,261	4.0%
ENGINEER IN TRAINING	E004		54,716	1	2,189	1	0	0	0	0	0	0	0	0	0	0	0	2,189	56,905	2,189	4.0%
ENVIRONMENTAL ENGINEER	E005		75,700	1	3,028	1	0	0	0	0	0	0	0	0	0	0	0	3,028	78,728	3,028	4.0%
EQUIPMENT MECHANIC	E006		39,428	1	1,577	1	0	0	0	0	0	0	0	0	0	0	0	1,577	41,006	1,577	4.0%
EQUIPMENT OPERATOR	E007		35,800	27	28,098	27	0	0	0	0	0	0	0	0	0	0	0	28,098	36,841	1,041	2.9%
FACILITY ATTENDANT	F001		7,649	69	21,111	69	44,870	55	0	0	37,785	44	0	0	0	0	0	103,767	9,153	1,504	19.7%
FACILITY ATTENDANT LEAD	H003		11,952	8	3,825	8	4,542	4	0	0	770	1	0	0	0	0	0	9,137	13,094	1,142	9.6%
Facility Supervisor	F005		59,940	1	2,398	1	0	0	0	0	0	0	0	0	0	0	0	2,398	62,338	2,398	4.0%
FINANCE/PERSONNEL SUPERVISOR	F007		54,544	1	2,182	1	0	0	0	0	2,009	1	0	0	0	0	0	4,191	58,734	4,191	7.7%
FINANCIAL OFFICER - WATER DEPARTM	A020		87,321	1	3,493	1	0	0	0	0	0	0	0	0	0	0	0	3,493	90,814	3,493	4.0%
FIRE CHIEF	F011		106,884	1	4,275	1	0	0	0	0	0	0	0	0	0	0	0	4,275	111,159	4,275	4.0%
Fitness/Wellness Coordinator	F017		11,831	2	947	2	0	0	0	0	0	0	0	0	0	0	0	947	12,305	473	4.0%
FOG PROGRAM COORDINATOR	F019		47,366	1	0	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	1,106	1	0	0	0	0	0	0	0	0	0	0	0	1,106	28,750	1,106	4.0%
GIS COORDINATOR	G003		65,136	1	2,605	1	0	0	0	0	0	0	0	0	0	0	0	2,605	67,741	2,605	4.0%
GIS MAPPING SPECIALIST	P016		4,836	1	193	1	2,775	1	0	0	1,169	1	0	0	0	0	0	4,137	8,973	4,137	85.6%
GIS MAPPING TECHNICIAN	G002		48,534	3	5,824	3	0	0	0	0	0	0	0	0	0	0	0	5,824	50,475	1,941	4.0%
GOLF ASSISTANT	P030		8,606	8	2,754	8	11,844	8	0	0	6,927	5	0	0	0	0	0	21,525	11,297	2,691	31.3%
Golf Cart Specialist	G014		12,480	1	499	1	2,309	1	0	0	1,881	1	0	0	0	0	0	4,689	17,169	4,689	37.6%
GOLF FACILITY SUPERVISOR	G006		25,776	2	2,062	2	8,294	1	0	0	1,153	1	0	0	0	0	0	11,509	31,531	5,755	22.3%
GRANT COORDINATOR	G007		58,636	1	2,345	1	0	0	0	0	0	0	0	0	0	0	0	2,345	60,982	2,345	4.0%
GROUNDSKEEPER	G009		28,479	6	5,976	6	0	0	0	0	0	0	0	0	0	0	0	5,976	29,475	996	3.5%
GROUNDSKEEPER - LEAD	L006		39,253	1	1,555	1	0	0	0	0	0	0	0	0	0	0	0	1,555	40,808	1,555	4.0%
GROUNDSKEEPER/MAINTENANCE WOR	G010		32,258	8	5,867	6	0	0	0	0	0	0	0	0	0	0	0	5,867	32,992	733	2.3%
HEAD GOLF PROFESSIONAL	H001		56,623	1	797	1	0	0	0	0	0	0	0	0	0	0	0	797	57,420	797	1.4%
Head Lifeguard	H002		9,724	1	389	1	0	0	0	0	0	0	0	0	0	0	0	389	10,113	389	4.0%
HEAVY EQUIPMENT MECHANIC	H004		47,197	7	9,883	7	0	0	0	0	0	0	0	0	0	0	0	9,883	48,609	1,412	3.0%
HEAVY EQUIPMENT OPERATOR	H005		44,526	3	5,209	3	0	0	0	0	0	0	0	0	0	0	0	5,209	46,262	1,736	3.9%
HELPDESK SUPPORT SPECIALIST	H006		36,253	1	1,450	1	0	0	0	0	0	0	0	0	0	0	0	1,450	37,703	1,450	4.0%
HR AND PAYROLL SUPERVISOR	P038		57,554	1	2,302	1	0	0	0	0	5,591	1	0	0	0	0	0	7,893	65,447	7,893	13.7%
HUMAN RESOURCES ANALYST	H010		52,000	1	2,080	1	0	0	0	0	0	0	0	0	0	0	0	2,080	54,080	2,080	4.0%
HUMAN RESOURCES ASSISTANT	H007		39,234	2	3,139	2	0	0	0	0	0	0	0	0	0	0	0	3,139	40,803	1,569	4.0%
INFORMATION DESK CLERK	P018		10,254	6	2,461	6	0	0	0	0	314	1	0	0	0	0	0	2,775	10,717	463	4.5%
INSTRUMENTATION & CONTROLS TECH	I001		48,235	2	3,859	2	0	0	0	0	0	0	0	0	0	0	0	3,859	50,165	1,929	4.0%
INVENTORY AND PURCHASING COORDI	I002		39,853	1	1,594	1	0	0	0	0	0	0	0	0	0	0	0	1,594	41,447	1,594	4.0%
LABORATORY ANALYST	S008		39,929	3	4,791	3	0	0	0	0	0	0	0	0	0	0	0	4,791	41,526	1,597	4.0%

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LABORATORY SUPERVISOR	L001		61,339	2	3,933	2	0	0	0	0	0	0	0	0	0	0	0	3,933	63,306	1,967	3.2%
LABORATORY TECHNICIAN	L002		36,260	1	1,450	1	0	0	0	0	0	0	0	0	0	0	0	1,450	37,711	1,450	4.0%
LABORER	L003		18,001	23	16,132	23	38,694	13	0	0	10,725	8	0	0	0	0	0	65,552	20,851	2,850	15.8%
LANDSCAPE SITE PLAN INSPECTOR	L004		30,284	1	1,211	1	7,726	1	0	0	0	0	0	0	0	0	0	8,938	39,222	8,938	29.5%
LANDSCAPER/GREENSKEEPER	L005		30,814	10	11,076	10	0	0	0	0	0	0	0	0	0	0	0	11,076	31,922	1,108	3.6%
LEAD LANDSCAPER/GREENSKEEPER	L007		37,925	2	3,034	2	0	0	0	0	0	0	0	0	0	0	0	3,034	39,442	1,517	4.0%
LEAD LANDSCAPER/GROUNDSKEEPER	L008		32,202	6	7,728	6	0	0	0	0	0	0	0	0	0	0	0	7,728	33,490	1,288	4.0%
LEAD MECHANIC	L009		47,822	3	5,739	3	0	0	0	0	0	0	0	0	0	0	0	5,739	49,735	1,913	4.0%
LEGAL ASSISTANT	L010		44,766	3	3,724	3	0	0	0	0	0	0	0	0	0	0	0	3,724	46,007	1,241	2.8%
LIFEGUARD	L012		6,977	75	20,930	75	27,924	54	0	0	13,216	36	0	0	0	0	0	62,069	7,804	828	11.9%
LINE CONSTR. COORDINATOR	L014		62,160	1	1,146	1	0	0	0	0	0	0	0	0	0	0	0	1,146	63,306	1,146	1.8%
MAINTENANCE CREW LEADER	M005		18,815	2	1,235	1	20,529	1	0	0	0	0	0	0	0	0	0	21,765	29,697	10,882	57.8%
MASTER PLANT OPERATOR	M008		49,507	13	25,744	13	0	0	0	0	0	0	0	0	0	0	0	25,744	51,487	1,980	4.0%
MEDIA PROGRAM PRODUCER	C011		50,197	4	5,851	4	0	0	0	0	0	0	0	0	0	0	0	5,851	51,660	1,463	2.9%
METER READER	M009		28,673	6	6,881	6	0	0	0	0	0	0	0	0	0	0	0	6,881	29,820	1,147	4.0%
METER SERVICE CREW LEADER	M010		44,054	1	1,762	1	0	0	0	0	0	0	0	0	0	0	0	1,762	45,817	1,762	4.0%
METER SERVICE MANAGER	M012		53,762	1	924	1	0	0	0	0	0	0	0	0	0	0	0	924	54,686	924	1.7%
MIS COORDINATOR	M011		75,812	3	9,097	3	0	0	0	0	13,233	2	0	0	0	0	0	22,330	83,256	7,443	9.8%
NETWORK ADMINISTRATOR	S015		45,363	2	3,629	2	0	0	0	0	0	0	0	0	0	0	0	3,629	47,177	1,815	4.0%
NETWORK SPECIALIST	T001		39,707	4	6,353	4	0	0	0	0	565	1	0	0	0	0	0	6,918	41,437	1,729	4.4%
NURSE	P021		26,780	1	1,071	1	0	0	0	0	0	0	0	0	0	0	0	1,071	27,851	1,071	4.0%
Office Assistant	O001		6,614	1	265	1	0	0	0	0	507	1	0	0	0	0	0	772	7,386	772	11.7%
OPERATIONS OFFICER - WATER DEPAR	A019		86,163	1	3,447	1	0	0	0	0	0	0	0	0	0	0	0	3,447	89,609	3,447	4.0%
Outdoor Program Coordinator	O006		17,068	1	683	1	0	0	0	0	0	0	0	0	0	0	0	683	17,751	683	4.0%
PARKING ENFORCEMENT AIDE	P001		25,576	2	2,046	2	0	0	0	0	0	0	0	0	0	0	0	2,046	26,599	1,023	4.0%
Payroll Assistant	P037		36,220	1	1,449	1	0	0	0	0	0	0	0	0	0	0	0	1,449	37,669	1,449	4.0%
Permits Technician	P077		37,090	5	7,418	5	0	0	0	0	0	0	0	0	0	0	0	7,418	38,574	1,484	4.0%
PLAN EXAMINER	P040		59,449	2	4,756	2	0	0	0	0	0	0	0	0	0	0	0	4,756	61,827	2,378	4.0%
PLANNER	P041		56,175	2	1,960	2	0	0	0	0	0	0	0	0	0	0	0	1,960	57,155	980	1.7%
PLANT MANAGER (WATER & WASTEWA	P042		77,199	2	4,885	2	0	0	0	0	0	0	0	0	0	0	0	4,885	79,641	2,442	3.2%
PLANT OPERATOR (WATER & WASTEW	P043		31,404	5	6,281	5	0	0	0	0	0	0	0	0	0	0	0	6,281	32,660	1,256	4.0%
PLANT SHIFT SUPERVISOR (WATER & W	P044		54,675	5	10,751	5	0	0	0	0	0	0	0	0	0	0	0	10,751	56,825	2,150	3.9%
POLICE CAPTAIN	P045		67,149	3	8,058	3	0	0	0	0	0	0	0	0	0	0	0	8,058	69,835	2,686	4.0%
POLICE CHIEF	P046		117,815	1	4,713	1	0	0	0	0	0	0	0	0	0	0	0	4,713	122,528	4,713	4.0%
POLICE EVIDENCE TECHNICIAN	P047		31,397	5	6,279	5	0	0	0	0	9,330	4	0	0	0	0	0	15,609	34,519	3,122	9.9%
POLICE MAJOR	P049		78,484	4	12,557	4	0	0	0	0	0	0	0	0	0	0	0	12,557	81,623	3,139	4.0%
PRETREATMENT COORDINATOR	P055		48,536	1	1,941	1	0	0	0	0	104	1	0	0	0	0	0	2,046	50,581	2,046	4.2%
PRETREATMENT TECHNICIAN	P056		42,141	1	1,686	1	0	0	0	0	0	0	0	0	0	0	0	1,686	43,826	1,686	4.0%

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	1,279	1	0	0	0	0	0	0	0	0	0	0	1,279	33,260	1,279	4.0%
PRINCIPAL PLANNER	P058		64,993	2	5,199	2	0	0	0	0	0	0	0	0	0	0	5,199	67,592	2,600	4.0%
PROGRAM COORDINATOR	P060		40,925	11	18,007	11	2,655	4	0	0	24,599	8	0	0	0	0	45,261	45,040	4,115	10.1%
PROGRAM SPECIALIST	P062		7,549	10	3,020	10	531	7	0	0	5,723	4	0	0	0	0	9,274	8,477	927	12.3%
PROJECT COORDINATOR	P064		54,316	1	2,173	1	0	0	0	0	2,573	1	0	0	0	0	4,746	59,062	4,746	8.7%
PROJECT ENGINEER	P065		57,881	1	2,315	1	0	0	0	0	0	0	0	0	0	0	2,315	60,196	2,315	4.0%
PUBLIC INFORMATION OFFICER	P066		62,000	1	2,480	1	0	0	0	0	0	0	0	0	0	0	2,480	64,480	2,480	4.0%
PUBLIC WORKS CREW LEADER	P067		42,907	3	4,119	3	0	0	0	0	0	0	0	0	0	0	4,119	44,280	1,373	3.2%
PUBLIC WORKS PROJECT INSPECTOR -	S020		58,989	3	7,079	3	0	0	0	0	0	0	0	0	0	0	7,079	61,349	2,360	4.0%
PUBLIC WORKS PROJECTS INSPECTOR	P068		45,884	4	7,341	4	0	0	0	0	0	0	0	0	0	0	7,341	47,719	1,835	4.0%
RECREATION FACILITY COORDINATOR	A009		45,804	8	14,657	8	676	1	0	0	1,367	2	0	0	0	0	16,700	47,891	2,087	4.6%
RECREATION PROGRAM SPECIALIST	P059		13,111	9	4,634	8	4,739	5	0	0	2,480	5	0	0	0	0	11,853	14,428	1,317	10.0%
RECREATION SERVICES ASSISTANT	P039		4,589	30	1,500	10	1,572	4	0	0	730	2	0	0	0	0	3,802	4,716	127	2.8%
REFUSE/CUSTODIAL CREW SUPER.	R003		31,489	2	2,306	2	0	0	0	0	0	0	0	0	0	0	2,306	32,642	1,153	3.7%
REPORTING & COMPLIANCE MANAGER	R009		57,428	2	4,395	2	0	0	0	0	0	0	0	0	0	0	4,395	59,625	2,198	3.8%
RISK MANAGER	R006		104,149	1	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	1,733	1	0	0	0	0	0	0	0	0	0	0	1,733	60,291	1,733	3.0%
SAFETY COORDINATOR W/WWW	S001		64,833	1	1,639	1	0	0	0	0	0	0	0	0	0	0	1,639	66,471	1,639	2.5%
SAFETY OFFICER	S002		64,101	1	2,564	1	0	0	0	0	0	0	0	0	0	0	2,564	66,665	2,564	4.0%
SHIFT COMMANDER	S010		71,295	3	8,555	3	0	0	0	0	0	0	0	0	0	0	8,555	74,147	2,852	4.0%
SHOP MANAGER	S012		21,539	4	3,446	4	8,726	2	0	0	790	2	0	0	0	0	12,962	24,780	3,240	15.0%
SIGN ADMINISTRATOR	S013		55,637	1	2,225	1	0	0	0	0	0	0	0	0	0	0	2,225	57,862	2,225	4.0%
SIGN TECHNICIAN	S014		37,226	2	2,978	2	0	0	0	0	0	0	0	0	0	0	2,978	38,715	1,489	4.0%
STORM WATER MANAGER	S022		78,625	1	3,145	1	0	0	0	0	0	0	0	0	0	0	3,145	81,770	3,145	4.0%
STREETS SUPERINTENDENT	S024		67,275	1	2,691	1	0	0	0	0	0	0	0	0	0	0	2,691	69,966	2,691	4.0%
SUPERINTENDENT - ATHLETIC/RECREA	A031		54,161	2	4,333	2	0	0	0	0	0	0	0	0	0	0	4,333	56,327	2,166	4.0%
SUPERINTENDENT - FACILITY	F004		53,835	3	6,460	3	4,684	1	0	0	0	0	0	0	0	0	11,144	57,549	3,715	6.9%
SYSTEMS ANALYST	S027		50,973	1	2,039	1	0	0	0	0	0	0	0	0	0	0	2,039	53,012	2,039	4.0%
Tax/Licensing Supervisor	T015		56,544	1	2,262	1	0	0	0	0	0	0	0	0	0	0	2,262	58,806	2,262	4.0%
Theatre Manager	T003		16,359	1	654	1	4,293	1	0	0	3,157	1	0	0	0	0	8,105	24,464	8,105	49.5%
Theatre Specialist	T004		9,822	3	1,179	3	2,836	3	0	0	2,097	3	0	0	0	0	6,111	11,859	2,037	20.7%
TRAFFIC SIGNAL TECHNICIAN	T007		45,071	3	5,409	3	0	0	0	0	231	1	0	0	0	0	5,640	46,951	1,880	4.2%
TRANSIT OPERATOR	T008		24,832	16	15,893	16	4,641	9	0	0	1,815	3	0	0	0	0	22,348	26,229	1,397	5.6%
TRANSPORTATION OPERATIONS MANA	T009		57,743	1	2,310	1	0	0	0	0	0	0	0	0	0	0	2,310	60,053	2,310	4.0%
TRANSPORTATION OPERATIONS SUPE	T010		43,037	1	1,721	1	0	0	0	0	0	0	0	0	0	0	1,721	44,758	1,721	4.0%
TREE TRIMMER	T011		30,102	1	1,204	1	0	0	0	0	0	0	0	0	0	0	1,204	31,306	1,204	4.0%
TURF CARE MANAGER	T013		64,756	2	5,181	2	967	1	0	0	0	0	0	0	0	0	6,148	67,830	3,074	4.7%
TURF CARE SUPERVISOR	T014		43,357	3	5,203	3	0	0	0	0	323	1	0	0	0	0	5,526	45,199	1,842	4.2%

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																				
UTILITY LOCATOR		U001	39,125	2	3,130	2	0	0	0	0	0	0	0	0	0	0	0	3,130	40,690	1,565	4.0%
VIDEO JOURNALIST		P034	17,303	2	1,384	2	1,091	2	0	0	302	1	0	0	0	0	0	2,777	18,691	1,388	8.0%
WWW CREW LEADER		M001	41,589	3	4,991	3	0	0	0	0	0	0	0	0	0	0	0	4,991	43,253	1,664	4.0%
WWW FOREMAN		M002	50,929	2	2,180	2	0	0	0	0	0	0	0	0	0	0	0	2,180	52,019	1,090	2.1%
WWW GIS MANAGER		G004	61,874	1	2,475	1	0	0	0	0	0	0	0	0	0	0	0	2,475	64,349	2,475	4.0%
WWW LABORER		M003	25,163	8	8,052	8	0	0	0	0	0	0	0	0	0	0	0	8,052	26,169	1,007	4.0%
WWW MAINTENANCE SUPERVISOR		M006	57,699	2	2,766	2	0	0	0	0	0	0	0	0	0	0	0	2,766	59,082	1,383	2.4%
WWW MAINTENANCE TECHNICIAN		M007	44,819	8	14,342	8	0	0	0	0	0	0	0	0	0	0	0	14,342	46,612	1,793	4.0%
WWW MAINTENANCE WORKER		M004	31,993	21	23,929	21	5,027	2	0	0	0	0	0	0	0	0	0	28,956	33,372	1,379	4.3%
WATER OPERATIONS MANAGER		O005	86,893	1	2,185	1	0	0	0	0	0	0	0	0	0	0	0	2,185	89,078	2,185	2.5%
WATER PROJECTS INSPECTOR		R005	46,401	5	9,107	5	0	0	0	0	659	1	0	0	0	0	0	9,766	48,354	1,953	4.2%
WATER QUALITY SPECIALIST		W002	49,400	1	1,976	1	0	0	0	0	0	0	0	0	0	0	0	1,976	51,376	1,976	4.0%
WATER QUALITY TECHNICIAN		W003	39,291	1	1,572	1	0	0	0	0	0	0	0	0	0	0	0	1,572	40,863	1,572	4.0%

Summary for Pay Plan: Unified

Pay Plan Totals	# Job Classes														Total		
		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#			
	203	852	1,008,943	818	304,927	222	0	0	243,895	211	0	0	0	0	0	0	1,557,766

**Implementation Cost By Proposed Classification
City of Murfreesboro**

Summary for City of Murfreesboro

Current Payroll	\$45,711,877	# Employees	1,282
Flat 4% Adjustment	\$1,693,305		
Adjustment To Minimum	\$343,039	# Adjusted To Minimum	288
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment To Maximum	\$579,539	# Adjusted To Maximum	404
Adjustment To Step	\$0	# Adjusted To Step	0
Merit Adjustment	\$0	# Merit Adjustments	0
Stipends / Supplements	\$0	# Stipends / Supplements	0
 Total Applied Adjustments	 \$2,615,884		
Proposed Payroll	\$48,327,761		

SECTION 8.0

Implementation Cost

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	7.75	18.38	29.00	PT	0.0923	08/23/2004	08/23/2004	37.60	1.50	0.00	0.00	5%	28600	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	08/23/2004	3961	39.51	0.00	0.40	0.00	0.00	ADAMS, FLOYD D.
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	08/17/2009	08/17/2009	37.60	1.50	0.00	0.00	4%	28601	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	08/17/2009	2141	39.10	0.00	0.00	0.00	0.00	ANDERSON, PEGGY A.
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	10/13/2014	10/13/2014	37.60	1.50	0.00	0.00	4%	28625	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	10/13/2014	0	39.10	0.00	0.00	0.00	0.00	BLACKBURN, JANIE
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	04/26/2013	04/26/2013	37.60	1.50	0.00	0.00	4%	28602	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	04/26/2013	793	39.10	0.00	0.00	0.00	0.00	BRUTON, JOHN J.
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	08/06/2008	08/06/2008	37.60	1.50	0.00	0.00	4%	28603	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	08/06/2008	2517	39.10	0.00	0.00	0.00	0.00	CHANEY, JERRY L.
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	10/05/2000	10/05/2000	37.60	1.50	0.00	0.00	6%	28604	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	10/05/2000	5379	40.01	0.00	0.91	0.00	0.00	COLEMAN, SHIRLEY J.
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	01/31/2010	01/31/2010	37.60	1.50	0.00	0.00	4%	28605	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	01/31/2010	1974	39.10	0.00	0.00	0.00	0.00	COODE JR., THOMAS H
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	10/30/2014	10/30/2014	37.60	1.50	0.00	0.00	4%	28623	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	10/30/2014	0	39.10	0.00	0.00	0.00	0.00	DAVIS, MARGARET
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	07/02/2012	07/02/2012	37.60	1.50	0.00	0.00	4%	28606	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	07/02/2012	1091	39.10	0.00	0.00	0.00	0.00	DUNLAP JR., FLOYD L.
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	08/06/2007	08/06/2007	37.60	1.50	0.00	0.00	4%	28607	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	08/06/2007	2883	39.12	0.00	0.02	0.00	0.00	ELLIS, RONNIE F.
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	07/02/2012	07/02/2012	37.60	1.50	0.00	0.00	4%	28608	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	07/02/2012	1091	39.10	0.00	0.00	0.00	0.00	FLETCHER, BESSIE
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	08/15/2003	08/15/2003	37.60	1.50	0.00	0.00	5%	28609	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	08/15/2003	4335	39.64	0.00	0.54	0.00	0.00	GARRETT, HERBERT R
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	09/20/1995	09/20/1995	37.60	1.50	0.00	0.00	8%	28610	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	09/20/1995	7221	40.67	0.00	1.57	0.00	0.00	GIPSON, KATHY J.
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	03/12/2004	03/12/2004	37.60	1.50	0.00	0.00	5%	28611	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	03/12/2004	4125	39.57	0.00	0.46	0.00	0.00	GOODMAN, IRMA RUTH
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	01/31/2011	01/31/2011	37.60	1.50	0.00	0.00	4%	28613	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	01/31/2011	1609	39.10	0.00	0.00	0.00	0.00	HARDING, CATHERINE
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	08/16/2005	08/16/2005	37.60	1.50	0.00	0.00	5%	28615	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	08/16/2005	3603	39.38	0.00	0.28	0.00	0.00	JOHNSON, MILDRED J.
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	10/28/2014	10/28/2014	37.60	1.50	0.00	0.00	4%	28612	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	10/28/2014	0	39.10	0.00	0.00	0.00	0.00	JONES, STEPHEN

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	7.75	18.38	29.00	PT	0.0923	07/29/2011	07/29/2011	37.60	1.50	0.00	0.00	4%	28616	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	07/29/2011	1430	39.10	0.00	0.00	0.00	0.00 KLOOSTERMAN, JEFFR	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	10/30/2014	10/30/2014	37.60	1.50	0.00	0.00	4%	40300	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	10/30/2014	0	39.10	0.00	0.00	0.00	0.00 LESTER, BARRY	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	05/29/2014	05/29/2014	37.60	1.50	0.00	0.00	4%	40243	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	05/29/2014	395	39.10	0.00	0.00	0.00	0.00 LOVVORN, TINA	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	08/06/2007	08/06/2007	37.60	1.50	0.00	0.00	4%	28617	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	08/06/2007	2883	39.12	0.00	0.02	0.00	0.00 MALONE, MARY K.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	06/28/2012	06/28/2012	37.60	1.50	0.00	0.00	4%	28618	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	06/28/2012	1095	39.10	0.00	0.00	0.00	0.00 MAYNARD, BRENDA J.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	09/15/1997	09/15/1997	37.60	1.50	0.00	0.00	7%	28619	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	09/15/1997	6495	40.41	0.00	1.31	0.00	0.00 MCKNIGHT, GENEVA A	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	04/26/2013	04/26/2013	37.60	1.50	0.00	0.00	4%	28620	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	04/26/2013	793	39.10	0.00	0.00	0.00	0.00 MILLS JR., VERNON R.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	04/26/2013	04/26/2013	37.60	1.50	0.00	0.00	4%	28621	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	04/26/2013	793	39.10	0.00	0.00	0.00	0.00 MOSBY, JO ANN	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	05/29/2014	05/29/2014	37.60	1.50	0.00	0.00	4%	40244	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	05/29/2014	395	39.10	0.00	0.00	0.00	0.00 NEWMAN, JERRY	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	01/25/1996	01/25/1996	37.60	1.50	0.00	0.00	8%	28622	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	01/25/1996	7094	40.62	0.00	1.52	0.00	0.00 NEWMAN, HAZEL E.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	05/29/2014	05/29/2014	37.60	1.50	0.00	0.00	4%	40245	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	05/29/2014	395	39.10	0.00	0.00	0.00	0.00 PRATER, BEVERLY	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	08/06/2007	08/06/2007	37.60	1.50	0.00	0.00	4%	28624	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	08/06/2007	2883	39.12	0.00	0.02	0.00	0.00 QUALLS, DONALD E.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	08/29/1994	08/29/1994	37.60	1.50	0.00	0.00	9%	28626	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	08/29/1994	7608	40.81	0.00	1.70	0.00	0.00 ROPER, BERDETTE B.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	01/31/1994	01/31/1994	37.60	1.50	0.00	0.00	9%	28627	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	01/31/1994	7818	40.88	0.00	1.78	0.00	0.00 RUSSELL, CLAUDIA AN	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	12/29/1999	12/29/1999	37.60	1.50	0.00	0.00	7%	28629	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	12/29/1999	5660	40.11	0.00	1.01	0.00	0.00 SMITH, MARY H.	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	07/01/2015	07/01/2015	37.60	1.50	0.00	0.00	4%	28628	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	07/01/2015	0	39.10	0.00	0.00	0.00	0.00 VACANT, VACANT	
	PART-TIME SCHOOL TRAFFIC PATROL	P025	7.75	18.38	29.00	PT	0.0923	07/01/2015	07/01/2015	37.60	1.50	0.00	0.00	4%	28614	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	07/01/2015	0	39.10	0.00	0.00	0.00	0.00 VACANT, VACANT	

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		\$9,204			
Adjustment To Minimum		\$0		# Adjusted To Minimum	0
Adjustment To Market		\$0		# Adjusted To Market	0
Adjustment Toward Maximum		\$2,076		# Adjusted Toward Maximum	14
Adjustment To Step		\$0		# Adjusted To Step	0
Org Exp Adjustment		\$0		# Org Exp Adjustments	0
Assignment Adjustment		\$0		# Assignment Adjustments	0
Total Adjustments		\$11,281			
Proposed Payroll		\$241,393		% Change	4.90%

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	7.75	18.38	29.00	PT		0.0923	01/29/2015	01/29/2015	37.60	1.50	0.00	0.00	4%	40312	
	SCHOOL TRAFFIC PATROL	P025	38.10	40.00	42.00	501	0	180	01/29/2015		0	39.10	0.00	0.00	0.00	0.00	PATTERSON, DOROTH

Summary for

Current Payroll	\$6,768	# Positions	1
Flat% Adjustment	\$271		
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
Org Exp Adjustment	\$0	# Org Exp Adjustments	0
Assignment Adjustment	\$0	# Assignment Adjustments	0
Total Adjustments	\$271		
Proposed Payroll	\$7,039	% Change	4.00%

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		\$9,475			
Adjustment To Minimum		\$0		# Adjusted To Minimum	0
Adjustment To Market		\$0		# Adjusted To Market	0
Adjustment Toward Maximum		\$2,076		# Adjusted Toward Maximum	14
Adjustment To Step		\$0		# Adjusted To Step	0
Org Exp Adjustment		\$0		# Org Exp Adjustments	0
Assignment Adjustment		\$0		# Assignment Adjustments	0
Total Adjustments		\$11,551			
Proposed Payroll		\$248,431		% Change	4.88%

City of Murfreesboro Implementation Report

Proposed Pay Plan Day Rate

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

Unit Name: Unit Code:

100 % Of Market

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: Day Rate

Current Payroll	\$236,880	# Positions	35
Flat 4% Adjustment	\$9,475	# Positions Adjusted (any type)	35 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Max	\$2,076	# Adjusted Toward Max	14
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$11,551		
Proposed Payroll	\$248,431	% Change	4.88%

City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety
 Dep't Name: FIRE Dep't Code: 625
 Unit Name: Unit Code:

100 % Of Market

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 MARSHAL		F022	58,519	72,710	84,853	157		1.000	01/01/2015	01/01/2015	58,519	2,341	0	0	4.13%	80.48%	40228
FIRE MARSHAL		F022	60,939	73,126	87,020	217	2	260	01/01/2015	0	60,939	79	0	0	0	VACANT, VACANT	
FIRE TRAINING COORDINATOR		F014	49,185	61,113	71,319	135		1.000	10/18/2004	06/25/2007	52,688	2,108	0	0	6.03%	86.21%	2300
FIRE TRAINING COORDINATOR		F014	50,134	60,161	71,592	213	6	260	06/25/2007	2925	55,866	0	1,070	0	0	MILLER, NICOLE SUSA	
FIRE TRAINING COORDINATOR		F014	49,185	61,113	71,319	135		1.000	06/01/2015	06/01/2015	64,210	2,568	0	0	4.00%	105.07%	2301
FIRE TRAINING COORDINATOR		F014	50,134	60,161	71,592	213	1	260	06/01/2015	0	66,778	0	0	0	0	VACANT, VACANT	
ASSISTANT FIRE MARSHALL		A024	48,517	55,673	63,882	125	2	1.000	03/22/1999	09/17/2007	51,972	2,079	0	0	4.00%	93.35%	2700
ASSISTANT FIRE MARSHALL		A024	47,747	57,296	68,183	212	6	260	09/17/2007	2841	54,051	0	0	0	0	BARTLETT, MICHAEL S.	
ASSISTANT FIRE MARSHALL		A024	48,517	55,673	63,882	125	9	1.000	11/05/1988	04/28/1997	63,882	2,555	0	0	4.00%	114.74%	2701
ASSISTANT FIRE MARSHALL		A024	47,747	57,296	68,183	212	11	260	04/28/1997	6635	66,437	0	0	0	0	PEAS, CARL D.	
ASSISTANT FIRE MARSHALL		A024	48,517	55,673	63,882	125	5	1.000	06/13/1994	12/29/2011	57,623	2,305	0	0	4.00%	103.50%	2702
ASSISTANT FIRE MARSHALL		A024	47,747	57,296	68,183	212	3	260	12/29/2011	1277	59,927	0	0	0	0	SUMMAR, TRACY L.	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	4	1.440	08/07/1990	09/04/2004	58,800	2,352	0	0	4.00%	100.00%	2600
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	7	117	09/04/2004	3949	61,152	0	0	0	0	ADAMS, MICHAEL D.	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	8	1.440	09/17/1984	01/02/1999	67,476	706	0	0	1.05%	114.76%	2601
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	10	117	01/02/1999	6021	68,183	0	0	0	0	ALSUP, ROBERT R.	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	7	1.440	11/09/1987	05/05/2001	65,202	2,608	0	0	4.00%	110.89%	2602
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	9	117	05/05/2001	5167	67,810	0	0	0	0	AVARITT, JOHN E.	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	8	1.440	10/17/1978	01/02/1999	67,476	706	0	0	1.05%	114.76%	2603
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	10	117	01/02/1999	6021	68,183	0	0	0	0	BARRETT, JOE K.	
FIRE CAPTAIN - Shift Inspector		F009	53,268	61,130	70,116	139	2	1.440	04/09/1999	11/10/2007	57,059	2,282	0	0	4.00%	93.34%	2404
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	6	117	11/10/2007	2787	59,341	0	0	0	0	BELL JR., JOE F.	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	2	1.440	12/29/1997	01/03/2009	54,868	2,195	0	0	4.00%	93.31%	2604
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	5	117	01/03/2009	2367	57,063	0	0	0	0	BIGELOW, JAMIE L.	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	7	1.440	06/02/1985	05/05/2001	65,202	2,608	0	0	4.00%	110.89%	2605
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	9	117	05/05/2001	5167	67,810	0	0	0	0	BRATCHER, WILLIAM K.	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	3	1.440	06/17/1994	08/30/2008	56,806	2,272	0	0	4.00%	96.61%	2606
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	10	117	08/30/2008	2493	59,078	0	0	0	0	CANTERBURY JR., ROB	
FIRE CAPTAIN - Shift Inspector		F009	53,268	61,130	70,116	139	8	1.440	11/05/1988	11/07/1998	70,116	0	0	0	0.00%	114.70%	2400
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	10	117	11/07/1998	6077	70,116	0	0	0	0	DAY, JEFFREY E.	
FIRE CAPTAIN - Shift Inspector		F009	53,268	61,130	70,116	139	2	1.440	05/21/1988	08/30/2008	57,059	2,282	0	0	4.00%	93.34%	2405
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	5	117	08/30/2008	2493	59,341	0	0	0	0	DOUGLAS JR., HOUST	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	4	1.440	11/27/1995	09/04/2004	58,800	2,352	0	0	4.00%	100.00%	2611
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	7	117	09/04/2004	3949	61,152	0	0	0	0	FITE, WILLIAM HUNTER	
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	3	1.440	06/17/1994	08/30/2008	56,806	2,272	0	0	4.00%	96.61%	2612
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	5	117	08/30/2008	2493	59,078	0	0	0	0	HUTCHINSON, GARY R.	

City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

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

Unit Name: Unit Code:

100 % Of Market

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	3	1.440	08/18/1997	11/26/2005	56,806	2,272	0	0	4.00%	96.61%	2613
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	7	1.17	11/26/2005	3501	59,078	0	0	0	0		INSELL, MICHAEL B.
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	2	1.440	03/22/1999	11/22/2008	54,868	2,195	0	0	4.00%	93.31%	2614
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	5	1.17	11/22/2008	2409	57,063	0	0	0	0		IRVIN, JEFFREY W.
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	15	1.17	10/15/1988	9752	68,183	0	0	0	0		JONES, RANDY
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	14	1.17	05/26/1990	9164	68,183	0	0	0	0		JONES, RICKY
FIRE CAPTAIN - Training Officer		F010	53,268	61,130	70,116	139	1	1.440	12/11/2000	05/21/2013	55,121	2,205	0	0	4.00%	90.17%	2501
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	3	1.17	05/21/2013	768	57,326	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	2,434	0	0	4.00%	103.49%	2615
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	8	1.17	02/22/2003	4509	63,283	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	2,282	0	0	4.00%	93.34%	2406
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	6	1.17	11/10/2007	2787	59,341	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	2,362	0	0	4.00%	96.60%	2401
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	6	1.17	01/20/2007	3081	61,414	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	10	1.17	11/07/1998	6077	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	2,272	0	0	4.00%	96.61%	2617
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	3	1.17	08/10/2013	687	59,078	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	10	1.17	12/04/1999	5685	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	12	1.17	09/12/1995	7229	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	2,122	0	0	4.00%	90.21%	2618
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	4	1.17	11/19/2011	1317	55,165	0	0	0	0		SLOAN, DAVID T.
FIRE CAPTAIN - Training Officer		F010	53,268	61,130	70,116	139	5	1.440	05/22/1996	10/13/2007	63,236	2,529	0	0	4.00%	103.45%	2502
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	8	1.17	10/13/2007	2815	65,766	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	2,618	0	0	4.00%	107.07%	2403
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	4	1.17	11/19/2011	1317	68,073	0	0	0	0		SMITH, NORA S.
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	3	1.440	10/20/1997	11/26/2005	56,806	2,272	0	0	4.00%	96.61%	2616
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	7	1.17	11/26/2005	3501	59,078	0	0	0	0		SMITH, RAYMOND D.
FIRE CAPTAIN		F008	51,246	58,800	67,476	134	2	1.440	08/12/1991	02/11/2012	54,868	2,195	0	0	4.00%	93.31%	2609
FIRE CAPTAIN		F008	47,747	57,296	68,183	212	3	1.17	02/11/2012	1233	57,063	0	0	0	0		THOMAS, TERRENCE 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	10	1.17	09/13/1999	5767	68,183	0	0	0	0		WADE, DAVID L.

City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety
 Dep't Name: FIRE Dep't Code: 625
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100 % Of Market

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	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	10	117	08/12/2000	5433	68,183	0	0	0	0	WALLS III, HENCIL CLA	
FIRE CAPTAIN - Shift Inspector	F009		53,268	61,130	70,116	139	3	1.440	11/27/1995	12/23/2006	59,052	2,362	0	0	4.00%	96.60% 2410	
FIRE CAPTAIN	F008		47,747	57,296	68,183	212	6	117	12/23/2006	3109	61,414	0	0	0	0	WILLIAMS, WADE SCOT	
FIRE DRIVER	F012		44,591	51,162	58,715	107	4	1.440	12/05/1987	08/30/2008	51,162	2,046	0	0	4.00%	100.00% 2800	
FIRE DRIVER	F012		41,246	49,495	58,899	209	5	117	08/30/2008	2493	53,208	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	1,911	0	0	4.00%	93.36% 2825	
FIRE DRIVER	F012		41,246	49,495	58,899	209	5	117	06/21/2008	2563	49,675	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	2,192	0	0	4.00%	107.14% 2801	
FIRE DRIVER	F012		41,246	49,495	58,899	209	10	117	09/27/1999	5753	57,005	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	2,192	0	0	4.00%	107.14% 2802	
FIRE DRIVER	F012		41,246	49,495	58,899	209	14	117	08/18/1990	9080	57,005	0	0	0	0	BENFORD, SAMUEL	
FIRE DRIVER	F012		44,591	51,162	58,715	107	6	1.440	03/07/1984	08/18/1990	54,812	2,192	0	0	4.00%	107.14% 2803	
FIRE DRIVER	F012		41,246	49,495	58,899	209	15	117	08/18/1990	9080	57,005	0	0	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	2,046	0	0	4.00%	100.00% 2804	
FIRE DRIVER	F012		41,246	49,495	58,899	209	7	117	10/02/2004	3921	53,208	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	2,046	0	0	4.00%	100.00% 2805	
FIRE DRIVER	F012		41,246	49,495	58,899	209	6	117	10/29/2006	3164	53,208	0	0	0	0	BRATCHER, JEFFERY	
FIRE DRIVER	F012		44,591	51,162	58,715	107	4	1.440	12/17/1991	03/05/2005	51,162	2,046	0	0	4.00%	100.00% 2806	
FIRE DRIVER	F012		41,246	49,495	58,899	209	7	117	03/05/2005	3767	53,208	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	1,845	0	0	4.00%	90.18% 2807	
FIRE DRIVER	F012		41,246	49,495	58,899	209	3	117	12/31/2011	1275	47,981	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	1,784	0	0	4.00%	87.16% 2845	
FIRE DRIVER	F012		41,246	49,495	58,899	209	2	117	12/14/2013	561	46,375	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	1,911	0	0	4.00%	93.36% 2826	
FIRE DRIVER	F012		41,246	49,495	58,899	209	5	117	03/28/2009	2283	49,675	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	2,192	0	0	4.00%	107.14% 2827	
FIRE DRIVER	F012		41,246	49,495	58,899	209	10	117	02/26/2000	5601	57,005	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	1,911	0	0	4.00%	93.36% 2808	
FIRE DRIVER	F012		41,246	49,495	58,899	209	5	117	08/30/2008	2493	49,675	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	2,046	0	0	4.00%	100.00% 2828	
FIRE DRIVER	F012		41,246	49,495	58,899	209	7	117	10/02/2004	3921	53,208	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	2,118	0	0	4.00%	103.51% 2829	
FIRE DRIVER	F012		41,246	49,495	58,899	209	8	117	05/03/2003	4439	55,077	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	1,784	0	0	4.00%	87.16% 2846	
FIRE DRIVER	F012		41,246	49,495	58,899	209	2	117	12/14/2013	561	46,375	0	0	0	0	DAIGLE, STACY K.	

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Proposed Pay Plan Public Safety
 Dep't Name: FIRE Dep't Code: 625
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100 % Of Market

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	2	1.440	12/11/2000	08/30/2008	47,764	1,911	0	0	4.00%	93.36%	2809
FIRE DRIVER		F012	41,246	49,495	58,899	209	5	117	08/30/2008	2493	49,675	0	0	0	0	DUNCAN, MICHAEL S.	
FIRE DRIVER		F012	44,591	51,162	58,715	107	5	1.440	06/18/1990	09/09/2000	52,959	2,118	0	0	4.00%	103.51%	2810
FIRE DRIVER		F012	41,246	49,495	58,899	209	9	117	09/09/2000	5405	55,077	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	1,911	0	0	4.00%	93.36%	2830
FIRE DRIVER		F012	41,246	49,495	58,899	209	6	117	01/20/2007	3081	49,675	0	0	0	0	ESTES, JAMES CLAYT	
FIRE DRIVER		F012	44,591	51,162	58,715	107	1	1.440	09/05/2006	12/14/2013	44,591	1,784	0	0	4.00%	87.16%	2811
FIRE DRIVER		F012	41,246	49,495	58,899	209	2	117	12/14/2013	561	46,375	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	2,118	0	0	4.00%	103.51%	2812
FIRE DRIVER		F012	41,246	49,495	58,899	209	8	117	05/03/2003	4439	55,077	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	2,192	0	0	4.00%	107.14%	2813
FIRE DRIVER		F012	41,246	49,495	58,899	209	14	117	05/26/1990	9164	57,005	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	2,118	0	0	4.00%	103.51%	2831
FIRE DRIVER		F012	41,246	49,495	58,899	209	8	117	03/06/2004	4131	55,077	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	1,911	0	0	4.00%	93.36%	2832
FIRE DRIVER		F012	41,246	49,495	58,899	209	5	117	06/21/2008	2563	49,675	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	1,911	0	0	4.00%	93.36%	2833
FIRE DRIVER		F012	41,246	49,495	58,899	209	5	117	06/21/2008	2563	49,675	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	1,911	0	0	4.00%	93.36%	2814
FIRE DRIVER		F012	41,246	49,495	58,899	209	5	117	03/28/2009	2283	49,675	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	1,845	0	0	4.00%	90.18%	2836
FIRE DRIVER		F012	41,246	49,495	58,899	209	3	117	03/24/2012	1191	47,981	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	2,192	0	0	4.00%	107.14%	2815
FIRE DRIVER		F012	41,246	49,495	58,899	209	12	117	10/21/1995	7190	57,005	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	2,118	0	0	4.00%	103.51%	2816
FIRE DRIVER		F012	41,246	49,495	58,899	209	9	117	09/09/2000	5405	55,077	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	2,118	0	0	4.00%	103.51%	2834
FIRE DRIVER		F012	41,246	49,495	58,899	209	9	117	06/02/2001	5139	55,077	0	0	0	0	MCCULLOUGH, JEREM	
FIRE DRIVER		F012	44,591	51,162	58,715	107	2	1.440	06/30/2003	08/30/2008	47,764	1,911	0	0	4.00%	93.36%	2835
FIRE DRIVER		F012	41,246	49,495	58,899	209	8	117	08/30/2008	2493	49,675	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	1,911	0	0	4.00%	93.36%	2837
FIRE DRIVER		F012	41,246	49,495	58,899	209	6	117	11/10/2007	2787	49,675	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	2,118	0	0	4.00%	103.51%	2818
FIRE DRIVER		F012	41,246	49,495	58,899	209	9	117	11/04/2000	5349	55,077	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	2,192	0	0	6.28%	107.14%	2817
FIRE DRIVER		F012	41,246	49,495	58,899	209	16	117	08/09/1986	10550	58,254	0	1,249	0	0	MITCHELL, JAMES E.	

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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	6	1.440	06/18/1990	02/13/1999	54,812	2,192	0	0	4.00%	107.14% 2820	
FIRE DRIVER		F012	41,246	49,495	58,899	209	10	117	02/13/1999	5979	57,005	0	0	0	0	NOBLES, RONALD RAY	
FIRE DRIVER		F012	44,591	51,162	58,715	107	3	1.440	10/26/1997	12/10/2005	49,421	1,977	0	0	4.00%	96.60% 2838	
FIRE DRIVER		F012	41,246	49,495	58,899	209	7	117	12/10/2005	3487	51,398	0	0	0	0	OLIVER, JOSHUA R.	
FIRE DRIVER		F012	44,591	51,162	58,715	107	2	1.440	12/11/2000	11/10/2007	47,764	1,911	0	0	4.00%	93.36% 2839	
FIRE DRIVER		F012	41,246	49,495	58,899	209	6	117	11/10/2007	2787	49,675	0	0	0	0	OLIVER, PAUL J.	
FIRE DRIVER		F012	44,591	51,162	58,715	107	1	1.440	06/01/2004	12/31/2011	46,135	1,845	0	0	4.00%	90.18% 2840	
FIRE DRIVER		F012	41,246	49,495	58,899	209	3	117	12/31/2011	1275	47,981	0	0	0	0	PATNODE, JOEL ANDR	
FIRE DRIVER		F012	44,591	51,162	58,715	107	2	1.440	12/11/2000	03/26/2011	47,764	1,911	0	0	4.00%	93.36% 2841	
FIRE DRIVER		F012	41,246	49,495	58,899	209	4	117	03/26/2011	1555	49,675	0	0	0	0	PETRIG, ADAM	
FIRE DRIVER		F012	44,591	51,162	58,715	107	6	1.440	12/09/1985	05/26/1990	54,812	2,192	0	0	4.00%	107.14% 2821	
FIRE DRIVER		F012	41,246	49,495	58,899	209	14	117	05/26/1990	9164	57,005	0	0	0	0	RICHMOND, KENNETH	
FIRE DRIVER		F012	44,591	51,162	58,715	107	5	1.440	12/16/1991	06/02/2001	52,959	2,118	0	0	4.00%	103.51% 2822	
FIRE DRIVER		F012	41,246	49,495	58,899	209	9	117	06/02/2001	5139	55,077	0	0	0	0	RIVAIT, DOUGLAS JOH	
FIRE DRIVER		F012	44,591	51,162	58,715	107	4	1.440	11/27/1995	12/23/2006	51,162	2,046	0	0	4.00%	100.00% 2823	
FIRE DRIVER		F012	41,246	49,495	58,899	209	6	117	12/23/2006	3109	53,208	0	0	0	0	ROWLETT, TIMOTHY H.	
FIRE DRIVER		F012	44,591	51,162	58,715	107	6	1.440	10/15/1988	02/13/1999	54,812	2,192	0	0	4.00%	107.14% 2824	
FIRE DRIVER		F012	41,246	49,495	58,899	209	10	117	02/13/1999	5979	57,005	0	0	0	0	SAULS, WILLIAM E.	
FIRE DRIVER		F012	44,591	51,162	58,715	107	1	1.440	05/29/2001	07/16/2011	46,135	1,845	0	0	4.00%	90.18% 2842	
FIRE DRIVER		F012	41,246	49,495	58,899	209	4	117	07/16/2011	1443	47,981	0	0	0	0	SHAW, RANDY ALAN	
FIRE DRIVER		F012	44,591	51,162	58,715	107	5	1.440	06/18/1990	06/02/2001	52,959	2,118	0	0	4.00%	103.51% 2843	
FIRE DRIVER		F012	41,246	49,495	58,899	209	9	117	06/02/2001	5139	55,077	0	0	0	0	TODD, EUGENE C.	
FIRE DRIVER		F012	44,591	51,162	58,715	107	1	1.440	06/30/2003	12/14/2013	44,591	1,784	0	0	4.00%	87.16% 2847	
FIRE DRIVER		F012	41,246	49,495	58,899	209	2	117	12/14/2013	561	46,375	0	0	0	0	WHITE, JAMES D.	
FIRE DRIVER		F012	44,591	51,162	58,715	107	2	1.440	02/19/2002	11/03/2006	47,764	1,911	0	0	4.00%	93.36% 2844	
FIRE DRIVER		F012	41,246	49,495	58,899	209	6	117	11/03/2006	3159	49,675	0	0	0	0	WRIGHT, JEFFREY A.	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	03/02/2015	03/02/2015	34,651	1,386	0	0	7.97%	94.85% 40251	
Firefighter		F025	37,411	44,893	53,423	207	2	117	03/02/2015	0	37,411	1,374	0	0	0	0	BARRETT, CORIAN
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	04/11/2011	04/11/2011	37,122	1,485	0	0	6.84%	101.61% 3029	
Firefighter		F025	37,411	44,893	53,423	207	4	117	04/11/2011	1539	39,661	0	1,055	0	0	0	BATTLE, RYAN C.
FIREFIGHTER II		F016	39,761	45,630	52,369	081	1	1.440	03/22/2004	03/22/2004	41,165	1,647	0	0	5.50%	90.22% 2904	
Firefighter		F025	37,411	44,893	53,423	207	8	117	03/22/2004	4115	43,428	0	616	0	0	0	BILBREY, GRADY D.
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	03/02/2015	03/02/2015	34,651	1,386	0	0	7.97%	94.85% 3018	
Firefighter		F025	37,411	44,893	53,423	207	2	117	03/02/2015	0	37,411	1,374	0	0	0	0	BONNIGER, JASON
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	01/19/2010	01/19/2010	37,122	1,485	0	0	8.60%	101.61% 3030	
Firefighter		F025	37,411	44,893	53,423	207	5	117	01/19/2010	1986	40,315	0	1,708	0	0	0	BRANCH, DAVID R.

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Proposed Pay Plan Public Safety
 Dep't Name: FIRE Dep't Code: 625
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100 % Of Market

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	1	1.440	06/28/2004	06/28/2004	41,165	1,647	0	0	5.15%	90.22%	2900
Firefighter		F025	37,411	44,893	53,423	207	8	117	06/28/2004	4017	43,285	0	473	0	0	BREWER, MARK RAND	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	10/29/2012	10/29/2012	35,858	1,434	0	0	8.29%	98.16%	3000
Firefighter		F025	37,411	44,893	53,423	207	3	117	10/29/2012	972	38,832	119	1,421	0	0	BROWN, ADAM C.	
FIREFIGHTER II		F016	39,761	45,630	52,369	081	3	1.440	02/26/2001	02/26/2001	44,086	1,763	0	0	4.00%	96.62%	2901
Firefighter		F025	37,411	44,893	53,423	207	9	117	02/26/2001	5235	45,849	0	0	0	0	BROWN, RENARD TRA	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	4	1.440	10/18/2004	10/18/2004	39,761	1,590	0	0	8.45%	108.84%	3031
Firefighter		F025	37,411	44,893	53,423	207	7	117	10/18/2004	3905	43,121	0	1,769	0	0	BRYANT, JAMES L.	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	3	1.440	02/22/2006	02/22/2006	38,413	1,537	0	0	10.38%	105.15%	3001
Firefighter		F025	37,411	44,893	53,423	207	7	117	02/22/2006	3413	42,402	0	2,452	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	1,955	0	0	4.00%	107.14%	2907
Firefighter		F025	37,411	44,893	53,423	207	11	117	05/26/1998	6242	50,843	0	0	0	0	BURT, GREGORY GLEN	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	03/02/2015	03/02/2015	34,651	1,386	0	0	7.97%	94.85%	40252
Firefighter		F025	37,411	44,893	53,423	207	2	117	03/02/2015	0	37,411	1,374	0	0	0	CARTWRIGHT, MARCU	
FIREFIGHTER II		F016	39,761	45,630	52,369	081	3	1.440	08/15/2000	08/15/2000	44,086	1,763	0	0	4.00%	96.62%	2927
Firefighter		F025	37,411	44,893	53,423	207	10	117	08/15/2000	5430	45,849	0	0	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	1,485	0	0	6.84%	101.61%	3002
Firefighter		F025	37,411	44,893	53,423	207	4	117	04/11/2011	1539	39,661	0	1,055	0	0	CLEMENTI, JEFFREY M	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	03/02/2015	03/02/2015	34,651	1,386	0	0	7.97%	94.85%	40253
Firefighter		F025	37,411	44,893	53,423	207	0	117	03/02/2015	0	37,411	1,374	0	0	0	COMPTON, ERIC	
FIREFIGHTER II		F016	39,761	45,630	52,369	081	3	1.440	02/26/2001	02/26/2001	44,086	1,763	0	0	4.00%	96.62%	2902
Firefighter		F025	37,411	44,893	53,423	207	9	117	02/26/2001	5235	45,849	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	1,704	0	0	4.85%	93.35%	2903
Firefighter		F025	37,411	44,893	53,423	207	9	117	11/27/2001	4961	44,665	0	364	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	1,485	0	0	10.97%	101.61%	3033
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2588	41,195	0	2,589	0	0	COTHRAN, KERNIE BE	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	3	1.440	02/08/2006	02/08/2006	38,413	1,537	0	0	10.44%	105.15%	3003
Firefighter		F025	37,411	44,893	53,423	207	7	117	02/08/2006	3427	42,422	0	2,472	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	1,434	0	0	8.32%	98.16%	3004
Firefighter		F025	37,411	44,893	53,423	207	3	117	10/22/2012	979	38,843	119	1,432	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	1,434	0	0	8.80%	98.16%	3005
Firefighter		F025	37,411	44,893	53,423	207	3	117	06/28/2012	1095	39,012	119	1,601	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	1,485	0	0	11.89%	101.61%	3034
Firefighter		F025	37,411	44,893	53,423	207	6	117	10/08/2007	2820	41,535	0	2,928	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	1,386	0	0	10.62%	94.85%	3006
Firefighter		F025	37,411	44,893	53,423	207	2	117	10/07/2013	629	38,331	1,374	920	0	0	DEBOWSKY, ALLAN C.	

City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety
 Dep't Name: FIRE Dep't Code: 625
 Unit Name: Unit Code:

100 % Of Market

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	1	1.440	06/28/2012	06/28/2012	35,858	1,434	0	0	8.80%	98.16%	3007
Firefighter		F025	37,411	44,893	53,423	207	3	117	06/28/2012	1095	39,012	119	1,601	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	1,763	0	0	4.00%	96.62%	2905
Firefighter		F025	37,411	44,893	53,423	207	10	117	08/21/2000	5424	45,849	0	0	0	0	DIAWARA, PAUL	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	11/02/2006	11/02/2006	37,122	1,485	0	0	13.23%	101.61%	3008
Firefighter		F025	37,411	44,893	53,423	207	6	117	11/02/2006	3160	42,032	0	3,425	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	1,485	0	0	10.97%	101.61%	3032
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2588	41,195	0	2,589	0	0	DURKIN, WILLIAM STEPHEN	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	4	1.440	09/10/2004	09/10/2004	39,761	1,590	0	0	8.59%	108.84%	3009
Firefighter		F025	37,411	44,893	53,423	207	7	117	09/10/2004	3943	43,177	0	1,825	0	0	ELLISON, STEPHEN LYNN	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	3	1.440	03/04/2006	03/04/2006	38,413	1,537	0	0	10.34%	105.15%	3035
Firefighter		F025	37,411	44,893	53,423	207	7	117	03/04/2006	3403	42,387	0	2,437	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	1,647	0	0	6.44%	90.22%	2914
Firefighter		F025	37,411	44,893	53,423	207	8	117	06/30/2003	4381	43,817	0	1,005	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	1,434	0	0	9.52%	98.16%	3010
Firefighter		F025	37,411	44,893	53,423	207	3	117	01/03/2012	1272	39,271	119	1,860	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	1,485	0	0	10.97%	101.61%	3036
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2588	41,195	0	2,589	0	0	FLEENOR, ZACHERY A	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	12/11/2006	09/02/2008	37,122	1,485	0	0	10.59%	101.61%	3037
Firefighter		F025	37,411	44,893	53,423	207	6	117	09/02/2008	2490	41,052	0	2,445	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	1,485	0	0	7.28%	101.61%	3011
Firefighter		F025	37,411	44,893	53,423	207	4	117	12/20/2010	1651	39,825	0	1,219	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	1,485	0	0	10.97%	101.61%	3012
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2588	41,195	0	2,589	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	1,485	0	0	11.64%	101.61%	3038
Firefighter		F025	37,411	44,893	53,423	207	6	117	12/10/2007	2757	41,442	0	2,836	0	0	GAMMON, BRITT T.	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	3	1.440	09/16/2003	02/22/2006	38,413	1,537	0	0	10.38%	105.15%	3039
Firefighter		F025	37,411	44,893	53,423	207	8	117	02/22/2006	3413	42,402	0	2,452	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	1,955	0	0	4.00%	107.14%	2928
Firefighter		F025	37,411	44,893	53,423	207	11	117	12/29/1997	6390	50,843	0	0	0	0	HARRIS, JEFFREY M.	
FIREFIGHTER II		F016	39,761	45,630	52,369	081	5	1.440	02/26/2001	08/01/2011	47,231	1,889	0	0	4.00%	103.51%	2906
Firefighter		F025	37,411	44,893	53,423	207	9	117	08/01/2011	1427	49,120	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	1,590	0	0	8.06%	108.84%	3040
Firefighter		F025	37,411	44,893	53,423	207	7	117	01/31/2005	3800	42,968	0	1,616	0	0	HONEYCUTT, BENJAMIN	
FIREFIGHTER II		F016	39,761	45,630	52,369	081	6	1.440	12/16/1991	12/16/1991	48,887	1,955	0	0	4.00%	107.14%	2908
Firefighter		F025	37,411	44,893	53,423	207	14	117	12/16/1991	8595	50,843	0	0	0	0	ISAAC, LEON	

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Proposed Pay Plan Public Safety
 Dep't Name: FIRE Dep't Code: 625
 Unit Name: Unit Code:

100 % Of Market

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	4	1.440	09/13/1999	09/13/1999	45,630	1,825	0	0	4.00%	100.00% 2909	
Firefighter		F025	37,411	44,893	53,423	207	10	117	09/13/1999	5767	47,455	0	0	0	0	JACKSON, TITUS J.	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	10/18/2006	10/18/2006	37,122	1,485	0	0	13.29%	101.61% 3013	
Firefighter		F025	37,411	44,893	53,423	207	6	117	10/18/2006	3175	42,054	0	3,447	0	0	JACKSON, JOSHUA B.	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	10/03/2006	10/03/2006	37,122	1,485	0	0	13.34%	101.61% 3041	
Firefighter		F025	37,411	44,893	53,423	207	6	117	10/03/2006	3190	42,076	0	3,469	0	0	JAKES, AL L.	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	01/03/2012	01/03/2012	35,858	1,434	0	0	9.52%	98.16% 3014	
Firefighter		F025	37,411	44,893	53,423	207	3	117	01/03/2012	1272	39,271	119	1,860	0	0	JOHNSON, ASHLEY C.	
FIREFIGHTER II		F016	39,761	45,630	52,369	081	1	1.440	03/22/2004	03/22/2004	41,165	1,647	0	0	5.50%	90.22% 2910	
Firefighter		F025	37,411	44,893	53,423	207	8	117	03/22/2004	4115	43,428	0	616	0	0	JONES JR., JAMES M.	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	09/03/2013	09/03/2014	34,651	1,386	0	0	7.97%	94.85% 3501	
Firefighter		F025	37,411	44,893	53,423	207	2	117	09/03/2014	0	37,411	1,374	0	0	0	KING, MARCUS	
FIREFIGHTER II		F016	39,761	45,630	52,369	081	6	1.440	04/30/1986	08/06/1990	48,887	1,955	0	0	4.00%	107.14% 2911	
Firefighter		F025	37,411	44,893	53,423	207	16	117	08/06/1990	9092	50,843	0	0	0	0	KING JR., MARSHALL W	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	09/04/2007	09/04/2007	37,122	1,485	0	0	12.02%	101.61% 3042	
Firefighter		F025	37,411	44,893	53,423	207	6	117	09/04/2007	2854	41,584	0	2,978	0	0	LASSETER, JONATHAN	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	0.648	05/02/2011	03/26/2012	35,858	1,434	0	0	9.18%	98.16% 3015	
Firefighter		F025	37,411	44,893	53,423	207	4	117	03/26/2012	1189	39,150	119	1,739	0	0	LAYHEW, JAMIE LAWR	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	12/10/2007	12/10/2007	37,122	1,485	0	0	11.64%	101.61% 3016	
Firefighter		F025	37,411	44,893	53,423	207	6	117	12/10/2007	2757	41,442	0	2,836	0	0	LEONARD, KEVIN AND	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	10/28/2013	10/28/2013	34,651	1,386	0	0	10.53%	94.85% 3017	
Firefighter		F025	37,411	44,893	53,423	207	2	117	10/28/2013	608	38,300	1,374	889	0	0	LEWIS, JUSTIN JACK	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	12/10/2007	12/10/2007	37,122	1,485	0	0	11.64%	101.61% 3043	
Firefighter		F025	37,411	44,893	53,423	207	6	117	12/10/2007	2757	41,442	0	2,836	0	0	LIDDELL, DUSTIN W.	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	4	1.440	01/10/2005	01/10/2005	39,761	1,590	0	0	8.14%	108.84% 3044	
Firefighter		F025	37,411	44,893	53,423	207	7	117	01/10/2005	3821	42,998	0	1,647	0	0	MALONE, CHARLES C.	
FIREFIGHTER II		F016	39,761	45,630	52,369	081	5	0.648	06/28/1999	06/18/2007	47,231	1,889	0	0	4.00%	103.51% 2913	
Firefighter		F025	37,411	44,893	53,423	207	10	117	06/18/2007	2932	49,120	0	0	0	0	MARCELLA, ISRAEL G.	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	10/29/2012	10/29/2012	35,858	1,434	0	0	8.29%	98.16% 3019	
Firefighter		F025	37,411	44,893	53,423	207	3	117	10/29/2012	972	38,832	119	1,421	0	0	MCCRAVEN, JUSTIN R	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	06/28/2012	06/28/2012	35,858	1,434	0	0	8.80%	98.16% 3020	
Firefighter		F025	37,411	44,893	53,423	207	3	117	06/28/2012	1095	39,012	119	1,601	0	0	MCGRUFF, ASHLEY BR	
FIREFIGHTER II		F016	39,761	45,630	52,369	081	6	1.440	06/18/1990	06/18/1990	48,887	1,955	0	0	4.00%	107.14% 2916	
Firefighter		F025	37,411	44,893	53,423	207	14	117	06/18/1990	9141	50,843	0	0	0	0	MELTON, STEPHEN M.	
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	05/27/2008	05/27/2008	37,122	1,485	0	0	10.97%	101.61% 3045	
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2588	41,195	0	2,589	0	0	MORRIS, JEREMEY WA	

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Proposed Pay Plan Public Safety
 Dep't Name: FIRE Dep't Code: 625
 Unit Name: Unit Code:

100 % Of Market

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	1,485	0	0	10.97%	101.61%	3021
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2588	41,195	0	2,589	0	0		NORRIS, JASON M.
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	1.440	05/27/2008	05/27/2008	37,122	1,485	0	0	10.97%	101.61%	3023
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2588	41,195	0	2,589	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	1,434	0	0	9.52%	98.16%	3022
Firefighter		F025	37,411	44,893	53,423	207	3	117	01/03/2012	1272	39,271	119	1,860	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	1,485	0	0	10.97%	101.61%	3047
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2588	41,195	0	2,589	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	1,485	0	0	10.97%	101.61%	3046
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2588	41,195	0	2,589	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	1,647	0	0	5.50%	90.22%	2917
Firefighter		F025	37,411	44,893	53,423	207	8	117	03/22/2004	4115	43,428	0	616	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	1,485	0	0	7.28%	101.61%	3048
Firefighter		F025	37,411	44,893	53,423	207	4	117	12/20/2010	1651	39,825	0	1,219	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	1,590	0	0	8.45%	108.84%	3049
Firefighter		F025	37,411	44,893	53,423	207	7	117	10/18/2004	3905	43,121	0	1,769	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	1,955	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	2,580	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	1,889	0	0	4.00%	103.51%	2920
Firefighter		F025	37,411	44,893	53,423	207	10	117	06/28/1999	5844	49,120	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	1,647	0	0	6.44%	90.22%	2919
Firefighter		F025	37,411	44,893	53,423	207	8	117	06/30/2003	4381	43,817	0	1,005	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	1,434	0	0	8.80%	98.16%	3024
Firefighter		F025	37,411	44,893	53,423	207	3	117	06/28/2012	1095	39,012	119	1,601	0	0		ROEGER, MATTHEW JA
FIREFIGHTER II		F016	39,761	45,630	52,369	081	4	1.440	01/03/2000	01/03/2000	45,630	1,825	0	0	4.00%	100.00%	2921
Firefighter		F025	37,411	44,893	53,423	207	10	117	01/03/2000	5655	47,455	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	1,485	0	0	11.64%	101.61%	3050
Firefighter		F025	37,411	44,893	53,423	207	6	117	12/10/2007	2757	41,442	0	2,836	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	1,485	0	0	11.89%	101.61%	3051
Firefighter		F025	37,411	44,893	53,423	207	6	117	10/08/2007	2820	41,535	0	2,928	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	1,485	0	0	12.02%	101.61%	3052
Firefighter		F025	37,411	44,893	53,423	207	6	117	09/04/2007	2854	41,584	0	2,978	0	0		SPIVEY, JEREMIAH WH
FIREFIGHTER I		F015	34,651	36,532	38,413	029	1	1.440	10/14/2013	10/14/2013	34,651	1,386	0	0	10.59%	94.85%	3025
Firefighter		F025	37,411	44,893	53,423	207	2	117	10/14/2013	622	38,321	1,374	910	0	0		STEPHENS, BRENT MI
FIREFIGHTER I		F015	34,651	36,532	38,413	029	4	1.440	01/31/2005	01/31/2005	39,761	1,590	0	0	8.06%	108.84%	3053
Firefighter		F025	37,411	44,893	53,423	207	7	117	01/31/2005	3800	42,968	0	1,616	0	0		SUTTON, LANCE

City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

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

Unit Name: Unit Code:

100 % Of Market

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	12/29/2006	12/29/2006	37,122	1,485	0	0	13.00%	101.61%	3054
Firefighter		F025	37,411	44,893	53,423	207	6	117	12/29/2006	3103	41,948	0	3,342	0	0		TAYSE, TROY L.
FIREFIGHTER II		F016	39,761	45,630	52,369	081	6	1.440	10/15/1988	10/15/1988	48,887	1,955	0	0	5.69%	107.14%	2922
Firefighter		F025	37,411	44,893	53,423	207	15	117	10/15/1988	9752	51,671	0	828	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	1,590	0	0	8.06%	108.84%	3055
Firefighter		F025	37,411	44,893	53,423	207	7	117	01/31/2005	3800	42,968	0	1,616	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	1,434	0	0	8.21%	98.16%	3026
Firefighter		F025	37,411	44,893	53,423	207	3	117	11/19/2012	951	38,802	119	1,391	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	1,386	0	0	7.97%	94.85%	3059
Firefighter		F025	37,411	44,893	53,423	207	1	117	06/01/2015	0	37,411	1,374	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	1,955	0	0	4.00%	107.14%	2924
Firefighter		F025	37,411	44,893	53,423	207	14	117	08/06/1990	9092	50,843	0	0	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	1,485	0	0	10.59%	101.61%	3056
Firefighter		F025	37,411	44,893	53,423	207	5	117	09/02/2008	2490	41,052	0	2,445	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	1,590	0	0	8.06%	108.84%	3057
Firefighter		F025	37,411	44,893	53,423	207	7	117	01/31/2005	3800	42,968	0	1,616	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	1,485	0	0	10.97%	101.61%	3027
Firefighter		F025	37,411	44,893	53,423	207	5	117	05/27/2008	2588	41,195	0	2,589	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	1,647	0	0	6.44%	90.22%	2929
Firefighter		F025	37,411	44,893	53,423	207	8	117	06/30/2003	4381	43,817	0	1,005	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	1,647	0	0	6.44%	90.22%	2925
Firefighter		F025	37,411	44,893	53,423	207	8	117	06/30/2003	4381	43,817	0	1,005	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	1,647	0	0	5.50%	90.22%	2926
Firefighter		F025	37,411	44,893	53,423	207	8	117	03/22/2004	4115	43,428	0	616	0	0		WOMACK, SHANDREA
FIREFIGHTER I		F015	34,651	36,532	38,413	029	2	0.648	09/18/2006	09/18/2006	37,122	1,485	0	0	13.40%	101.61%	3028
Firefighter		F025	37,411	44,893	53,423	207	6	117	09/18/2006	3205	42,098	0	3,491	0	0		YOUNG, MATTHEW DO

City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety
 Dep't Name: FIRE Dep't Code: 625
 Unit Name: Unit Code:

100 % Of Market

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	\$8,224,126	# Positions	175
Flat 4% Adjustment	\$305,499	# Positions Adjusted (any type)	171 # Not Adj 4
Adjustment To Minimum	\$13,869	# Adjusted To Minimum	22
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$135,808	# Adjusted Toward Maximum	71
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$455,176		
Proposed Payroll	\$8,679,302	% Change	5.53%

City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety
 Dep't Name: FIRE Dep't Code: 625
 Unit Name: Unit Code:

100 % Of Market

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	\$8,224,126	# Positions	175
Flat 4% Adjustment	\$305,499	# Positions Adjusted (any type)	171 # Not Adj 4
Adjustment To Minimum	\$13,869	# Adjusted To Minimum	22
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$135,808	# Adjusted Toward Maximum	71
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$455,176		
Proposed Payroll	\$8,679,302	% Change	5.53%

City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

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

Unit Name: Unit Code:

100 % Of Market

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 LIEUTENANT		P048	53,814	61,753	70,862	144	5	1.000	10/15/1984	07/19/2005	63,914	2,557	0	0	4.00%	103.50%	11000
POLICE LIEUTENANT		P048	50,134	60,161	71,592	213	0	260	07/19/2005	3631	66,470	0	0	0	0	BAIRD, ALVIN	
POLICE LIEUTENANT		P048	53,814	61,753	70,862	144	4	1.000	06/20/1994	09/08/2011	61,753	2,470	0	0	4.00%	100.00%	11001
POLICE LIEUTENANT		P048	50,134	60,161	71,592	213	0	260	09/08/2011	1389	64,223	0	0	0	0	CARTER, GARRY E.	
POLICE LIEUTENANT		P048	53,814	61,753	70,862	144	4	1.000	10/03/1994	01/24/2011	61,753	2,470	0	0	4.00%	100.00%	11002
POLICE LIEUTENANT		P048	50,134	60,161	71,592	213	4	260	01/24/2011	1616	64,223	0	0	0	0	FANNING, DONALD RA	
POLICE LIEUTENANT		P048	53,814	61,753	70,862	144	1	1.000	09/06/1994	11/21/2013	55,697	2,228	0	0	4.00%	90.19%	11004
POLICE LIEUTENANT		P048	50,134	60,161	71,592	213	2	260	11/21/2013	584	57,925	0	0	0	0	JARRELL, STEVEN R.	
POLICE LIEUTENANT		P048	53,814	61,753	70,862	144	4	1.000	08/12/1996	12/19/2014	59,665	2,387	0	0	4.00%	96.62%	11007
POLICE LIEUTENANT		P048	50,134	60,161	71,592	213	2	260	12/19/2014	0	62,051	0	0	0	0	KEATON, JEFFERY D.	
POLICE LIEUTENANT		P048	53,814	61,753	70,862	144	4	1.000	03/07/1994	11/13/2007	61,753	2,470	0	0	4.00%	100.00%	11005
POLICE LIEUTENANT		P048	50,134	60,161	71,592	213	0	260	11/13/2007	2784	64,223	0	0	0	0	PUCKETT, JIMMY W.	
POLICE LIEUTENANT		P048	53,814	61,753	70,862	144	4	1.000	09/28/1987	01/25/2007	61,753	2,470	0	0	4.00%	100.00%	11006
POLICE LIEUTENANT		P048	50,134	60,161	71,592	213	6	260	01/25/2007	3076	64,223	0	0	0	0	SISSOM, THOMAS LAY	
POLICE LIEUTENANT		P048	53,814	61,753	70,862	144	4	1.000	06/05/1989	09/19/2006	61,753	2,470	0	0	4.00%	100.00%	11008
POLICE LIEUTENANT		P048	50,134	60,161	71,592	213	0	260	09/19/2006	3204	64,223	0	0	0	0	TEETERS, STEVE B.	
POLICE LIEUTENANT		P048	53,814	61,753	70,862	144	1	1.000	07/01/2015	07/01/2015	53,814	2,153	0	0	4.00%	87.14%	11003
POLICE LIEUTENANT		P048	50,134	60,161	71,592	213	0	260	07/01/2015	0	55,966	0	0	0	0	VACANT, VACANT	
POLICE LIEUTENANT		P048	53,814	61,753	70,862	144	6	1.000	10/07/1985	09/07/2000	66,151	2,646	0	0	4.00%	107.12%	11009
POLICE LIEUTENANT		P048	50,134	60,161	71,592	213	0	260	09/07/2000	5407	68,797	0	0	0	0	WATSON JR., JOEL S.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	2	1.000	06/28/2002	01/13/2010	50,807	2,032	0	0	4.00%	93.35%	11200
POLICE SERGEANT		P052	45,473	54,568	64,936	211	5	260	01/13/2010	1992	52,839	0	0	0	0	ANDERSON, BRYAN T.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	6	1.000	08/16/1993	11/09/2011	58,302	2,332	0	0	4.00%	107.12%	11201
POLICE SERGEANT		P052	45,473	54,568	64,936	211	4	260	11/09/2011	1327	60,634	0	0	0	0	ASHLEY, CHRISTOPHE	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	1	1.000	03/22/2004	01/17/2014	47,429	1,897	0	0	4.00%	87.14%	11202
POLICE SERGEANT		P052	45,473	54,568	64,936	211	2	260	01/17/2014	527	49,326	0	0	0	0	ATCHLEY, MARJA ELIZ	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	6	1.000	04/05/1990	08/22/2005	58,302	2,332	0	0	4.00%	107.12%	11203
POLICE SERGEANT		P052	45,473	54,568	64,936	211	7	260	08/22/2005	3597	60,634	0	0	0	0	BALLARD, BRAD A.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	2	1.000	11/09/1998	07/01/2011	50,807	2,032	0	0	4.00%	93.35%	11204
POLICE SERGEANT		P052	45,473	54,568	64,936	211	4	260	07/01/2011	1458	52,839	0	0	0	0	BASKETTE, JAMES J.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	7	1.000	07/27/1992	10/11/2002	60,343	2,414	0	0	4.00%	110.87%	11205
POLICE SERGEANT		P052	45,473	54,568	64,936	211	8	260	10/11/2002	4643	62,757	0	0	0	0	CAMPBELL, SAMUEL H.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	3	1.000	06/20/1994	04/04/2007	52,584	2,103	0	0	4.00%	96.62%	11206
POLICE SERGEANT		P052	45,473	54,568	64,936	211	6	260	04/04/2007	3007	54,688	0	0	0	0	COX, ALLEN R.	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	3	1.000	10/14/1996	01/13/2010	52,584	2,103	0	0	4.00%	96.62%	11207
POLICE SERGEANT		P052	45,473	54,568	64,936	211	5	260	01/13/2010	1992	54,688	0	0	0	0	DARNALL, ANDREW L.	

City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

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

Unit Name: Unit Code:

100 % Of Market

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	2,414	0	0	4.00%	110.87% 11208	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	7	260	05/17/2006	3329	62,757	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	2,032	0	0	4.00%	93.35% 11209	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	4	260	07/01/2011	1458	52,839	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	1,964	0	0	4.00%	90.19% 11210	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	3	260	07/25/2012	1068	51,053	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	2,103	0	0	4.00%	96.62% 11211	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	6	260	04/04/2007	3007	54,688	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	1,897	0	0	4.00%	87.14% 11219	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	2	260	01/20/2015	0	49,326	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	1,897	0	0	4.00%	87.14% 11212	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	2	260	11/07/2013	598	49,326	0	0	0	0	HATHAWAY, RECO ANT	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	2	1.000	11/09/1998	08/30/2012	50,807	2,032	0	0	4.00%	93.35% 11213	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	3	260	08/30/2012	1032	52,839	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	2,032	0	0	4.00%	93.35% 11214	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	5	260	01/13/2010	1992	52,839	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	2,414	0	0	4.00%	110.87% 11215	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	10	260	08/17/1999	5794	62,757	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	1,897	0	0	4.00%	87.14% 11216	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	2	260	10/03/2013	633	49,326	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	2,253	0	0	4.00%	103.50% 11217	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	8	260	04/23/2004	4083	58,584	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	2,332	0	0	4.00%	107.12% 11218	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	4	260	12/29/2010	1642	60,634	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	2,253	0	0	4.00%	103.50% 11220	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	3	260	08/30/2012	1032	58,584	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	2,032	0	0	4.00%	93.35% 11221	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	5	260	01/13/2010	1992	52,839	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	2,103	0	0	4.00%	96.62% 11222	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	5	260	01/13/2010	1992	54,688	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	1,897	0	0	4.00%	87.14% 11223	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	2	260	01/17/2014	527	49,326	0	0	0	0	MC GEE, JASON DANIE	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	3	1.000	02/02/1998	06/26/2013	52,584	2,103	0	0	4.00%	96.62% 11224	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	3	260	06/26/2013	732	54,688	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	2,103	0	0	4.00%	96.62% 11225	
POLICE SERGEANT		P052	45,473	54,568	64,936	211	7	260	05/17/2006	3329	54,688	0	0	0	0	MURPHY, PATRICK SH	

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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	2,032	0	0	4.00%	93.35%	11226
POLICE SERGEANT		P052	45,473	54,568	64,936	211	5	260	01/13/2010	1992	52,839	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	2,103	0	0	4.00%	96.62%	11227
POLICE SERGEANT		P052	45,473	54,568	64,936	211	7	260	05/17/2006	3329	54,688	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	2,032	0	0	4.00%	93.35%	11228
POLICE SERGEANT		P052	45,473	54,568	64,936	211	6	260	02/15/2008	2690	52,839	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	1,964	0	0	4.00%	90.19%	11229
POLICE SERGEANT		P052	45,473	54,568	64,936	211	3	260	07/31/2012	1062	51,053	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	2,032	0	0	4.00%	93.35%	11230
POLICE SERGEANT		P052	45,473	54,568	64,936	211	4	260	08/12/2011	1416	52,839	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	1,964	0	0	4.00%	90.19%	11231
POLICE SERGEANT		P052	45,473	54,568	64,936	211	3	260	03/30/2012	1185	51,053	0	0	0	0	TAYLOR, MICHAEL SHA	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	6	1.000	10/22/1990	09/28/2004	58,302	2,332	0	0	4.00%	107.12%	11232
POLICE SERGEANT		P052	45,473	54,568	64,936	211	7	260	09/28/2004	3925	60,634	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	2,103	0	0	4.00%	96.62%	11233
POLICE SERGEANT		P052	45,473	54,568	64,936	211	6	260	10/27/2006	3166	54,688	0	0	0	0	WALKER, GREGORY LE	
POLICE SERGEANT		P052	47,429	54,426	62,455	119	1	1.000	01/12/2004	10/04/2013	47,429	1,897	0	0	4.00%	87.14%	11234
POLICE SERGEANT		P052	45,473	54,568	64,936	211	8	260	10/04/2013	632	49,326	0	0	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	1,964	0	0	4.00%	90.19%	11235
POLICE SERGEANT		P052	45,473	54,568	64,936	211	4	260	09/21/2011	1376	51,053	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	2,332	0	0	4.00%	107.12%	11236
POLICE SERGEANT		P052	45,473	54,568	64,936	211	7	260	05/17/2006	3329	60,634	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	1,955	0	0	4.00%	107.12%	11400
Police Officer		P075	37,411	44,893	53,423	207	10	260	11/09/1998	6075	50,822	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	1,484	0	0	10.49%	101.60%	12000
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/06/2008	2456	41,002	0	2,408	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	1,536	0	0	10.94%	105.16%	12001
Police Officer		P075	37,411	44,893	53,423	207	7	260	10/03/2005	3555	42,609	0	2,664	0	0	ADAMSON, DANNY MA	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	10/26/2009	10/26/2009	37,110	1,484	0	0	8.97%	101.60%	12002
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/26/2009	2071	40,439	0	1,845	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	1,955	0	0	4.00%	107.12%	11500
Police Officer		P075	37,411	44,893	53,423	207	10	260	11/09/1998	6075	50,822	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	1,955	0	0	4.00%	107.12%	11401
Police Officer		P075	37,411	44,893	53,423	207	10	260	11/09/1998	6075	50,822	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	1,386	0	0	10.14%	94.84%	11504
Police Officer		P075	37,411	44,893	53,423	207	2	260	02/03/2014	510	38,157	1,382	746	0	0	BARTON, ERIC P.	

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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	01/21/1997	01/21/1997	50,577	2,023	0	0	4.00%	110.87%	11511
Police Officer		P075	37,411	44,893	53,423	207	11	260	01/21/1997	6732	52,600	0	0	0	0	BEEBE, TAMARA LYNN	
DETECTIVE		D006	39,754	45,619	52,347	080	6	1.000	08/14/1995	08/14/1995	48,867	1,955	0	0	4.00%	107.12%	11402
Police Officer		P075	37,411	44,893	53,423	207	12	260	08/14/1995	7258	50,822	0	0	0	0	BEENE, MERRILL N.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	01/07/2013	01/07/2013	35,856	1,434	0	0	8.02%	98.16%	12003
Police Officer		P075	37,411	44,893	53,423	207	3	260	01/07/2013	902	38,730	121	1,319	0	0	BENSON, MEGAN MORI	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	04/07/2008	04/07/2008	37,110	1,484	0	0	11.20%	101.60%	12071
Police Officer		P075	37,411	44,893	53,423	207	6	260	04/07/2008	2638	41,268	0	2,674	0	0	BOISSEAU, JARED A.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	04/07/2008	04/07/2008	37,110	1,484	0	0	11.20%	101.60%	12072
Police Officer		P075	37,411	44,893	53,423	207	6	260	04/07/2008	2638	41,268	0	2,674	0	0	BOREL, JOSHUA MONR	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	7	1.000	06/05/1989	06/05/1989	50,577	2,023	0	0	4.00%	110.87%	11502
Police Officer		P075	37,411	44,893	53,423	207	15	260	06/05/1989	9519	52,600	0	0	0	0	BRANDON JR., THOMA	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	06/25/2012	06/25/2012	35,856	1,434	0	0	8.82%	98.16%	12004
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/25/2012	1098	39,017	121	1,606	0	0	BREITHAUPT, WALTER	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	04/07/2008	04/07/2008	37,110	1,484	0	0	11.20%	101.60%	12005
Police Officer		P075	37,411	44,893	53,423	207	6	260	04/07/2008	2638	41,268	0	2,674	0	0	BRINKLEY, ERICA ANN	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	01/07/2008	01/07/2008	37,110	1,484	0	0	11.56%	101.60%	12073
Police Officer		P075	37,411	44,893	53,423	207	6	260	01/07/2008	2729	41,402	0	2,807	0	0	BROWN, BRANDON M.	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	2	1.000	09/23/2002	09/23/2002	42,585	1,703	0	0	4.00%	93.35%	11503
Police Officer		P075	37,411	44,893	53,423	207	8	260	09/23/2002	4661	44,288	0	0	0	0	BROWN, GREGORY W.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	04/07/2008	04/07/2008	37,110	1,484	0	0	11.20%	101.60%	12074
Police Officer		P075	37,411	44,893	53,423	207	6	260	04/07/2008	2638	41,268	0	2,674	0	0	BROWN, JONATHAN H	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	05/07/2007	05/12/2008	37,110	1,484	0	0	11.07%	101.60%	12075
Police Officer		P075	37,411	44,893	53,423	207	6	260	05/12/2008	2603	41,217	0	2,623	0	0	BROWN, SKYE NICHOL	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	10/14/2013	10/14/2013	34,643	1,386	0	0	10.62%	94.84%	12402
Police Officer		P075	37,411	44,893	53,423	207	2	260	10/14/2013	622	38,321	1,382	910	0	0	BURUBELTZ, BRYAN P.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	01/07/2013	01/07/2013	35,856	1,434	0	0	8.02%	98.16%	12006
Police Officer		P075	37,411	44,893	53,423	207	3	260	01/07/2013	902	38,730	121	1,319	0	0	BUSH, DERRICK RYAN	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	08/29/2011	08/29/2011	35,856	1,434	0	0	10.04%	98.16%	12007
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1399	39,457	121	2,046	0	0	CARROLL, JEFF C.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	07/21/2008	07/21/2008	37,110	1,484	0	0	10.79%	101.60%	12008
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2533	41,115	0	2,520	0	0	CIAZZA, CODY STARR	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	7	1.000	09/06/1988	09/06/1988	50,577	2,023	0	0	4.00%	110.87%	11505
Police Officer		P075	37,411	44,893	53,423	207	15	260	09/06/1988	9791	52,600	0	0	0	0	CLARK, SHONDALE L.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	06/25/2012	06/25/2012	35,856	1,434	0	0	8.82%	98.16%	12009
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/25/2012	1098	39,017	121	1,606	0	0	COLLINS, KENNETH BR	

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									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	1,434	0	0	10.04%	98.16%	12010
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1399	39,457	121	2,046	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	2,023	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	823	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	1,646	0	0	5.80%	90.19%	11404
Police Officer		P075	37,411	44,893	53,423	207	8	260	01/12/2004	4185	43,531	0	739	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	1,646	0	0	5.80%	90.19%	11405
Police Officer		P075	37,411	44,893	53,423	207	8	260	01/12/2004	4185	43,531	0	739	0	0	DAY, SAMUEL W.	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	9	1.000	11/18/1991	03/07/2012	52,347	1,076	0	0	2.05%	114.75%	11506
Police Officer		P075	37,411	44,893	53,423	207	14	260	03/07/2012	1208	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	1,434	0	0	8.82%	98.16%	12011
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/25/2012	1098	39,017	121	1,606	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	1,536	0	0	10.19%	105.16%	12012
Police Officer		P075	37,411	44,893	53,423	207	7	260	04/17/2006	3359	42,323	0	2,377	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	1,434	0	0	8.02%	98.16%	12013
Police Officer		P075	37,411	44,893	53,423	207	3	260	01/07/2013	902	38,730	121	1,319	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	1,434	0	0	10.04%	98.16%	12014
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1399	39,457	121	2,046	0	0	FERRELL, ZACHARY B	
DETECTIVE		D006	39,754	45,619	52,347	080	9	1.000	05/29/1990	05/29/1990	52,347	1,076	0	0	2.05%	114.75%	11406
Police Officer		P075	37,411	44,893	53,423	207	14	260	05/29/1990	9161	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	1,484	0	0	8.97%	101.60%	12015
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/26/2009	2071	40,439	0	1,845	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	1,386	0	0	10.14%	94.84%	11501
Police Officer		P075	37,411	44,893	53,423	207	2	260	02/03/2014	510	38,157	1,382	746	0	0	FRAZIER, KYLE LEE	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	02/03/2014	02/03/2014	34,643	1,386	0	0	10.14%	94.84%	12401
Police Officer		P075	37,411	44,893	53,423	207	2	260	02/03/2014	510	38,157	1,382	746	0	0	FRAZIER, BRITTANY NI	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	08/29/2011	08/29/2011	35,856	1,434	0	0	10.04%	98.16%	12016
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1399	39,457	121	2,046	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	1,434	0	0	10.04%	98.16%	12017
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1399	39,457	121	2,046	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	1,536	0	0	10.94%	84.20%	11407
Police Officer		P075	37,411	44,893	53,423	207	7	260	10/03/2005	3555	42,609	0	2,664	0	0	GANN, CHRISTOPHER	
DETECTIVE		D006	39,754	45,619	52,347	080	1	1.000	01/12/2004	01/12/2004	41,146	1,646	0	0	5.80%	90.19%	11408
Police Officer		P075	37,411	44,893	53,423	207	8	260	01/12/2004	4185	43,531	0	739	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	1,484	0	0	10.79%	101.60%	12018
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2533	41,115	0	2,520	0	0	GIBBS, PALMER GORD	

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

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100 % Of Market

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	2,023	0	0	4.00%	110.87%	11409
Police Officer		P075	37,411	44,893	53,423	207	11	260	10/14/1996	6831	52,600	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	1,484	0	0	11.56%	101.60%	12076
Police Officer		P075	37,411	44,893	53,423	207	6	260	01/07/2008	2729	41,402	0	2,807	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	1,484	0	0	7.01%	101.60%	12019
Police Officer		P075	37,411	44,893	53,423	207	4	260	03/07/2011	1574	39,713	0	1,118	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	1,484	0	0	10.49%	101.60%	12020
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/06/2008	2456	41,002	0	2,408	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	1,434	0	0	7.42%	98.16%	12021
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/03/2013	755	38,515	121	1,104	0	0	HALL, WESTLEY MURE	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	6	1.000	12/02/1996	11/09/1998	48,867	1,955	0	0	4.00%	107.12%	11508
Police Officer		P075	37,411	44,893	53,423	207	11	260	11/09/1998	6075	50,822	0	0	0	0	HARRIS, CHRISTOPHE	
DETECTIVE		D006	39,754	45,619	52,347	080	1	1.000	07/21/2008	07/21/2008	37,110	1,484	0	0	10.79%	81.35%	11410
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2533	41,115	0	2,521	0	0	HARRIS, TIMOTHY S.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	09/19/2011	02/03/2014	34,643	1,386	0	0	10.14%	94.84%	12406
Police Officer		P075	37,411	44,893	53,423	207	2	260	02/03/2014	510	38,157	1,382	746	0	0	HARRIS, SKYLER CHRI	
DETECTIVE		D006	39,754	45,619	52,347	080	5	1.000	03/06/2000	03/06/2000	47,214	1,889	0	0	4.00%	103.50%	11411
Police Officer		P075	37,411	44,893	53,423	207	10	260	03/06/2000	5592	49,103	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	1,590	0	0	8.32%	108.84%	12022
Police Officer		P075	37,411	44,893	53,423	207	7	260	11/29/2004	3863	43,060	0	1,716	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	1,434	0	0	10.04%	98.16%	12023
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1399	39,457	121	2,046	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	2,023	0	0	4.00%	110.87%	11509
Police Officer		P075	37,411	44,893	53,423	207	15	260	09/28/1987	10135	52,600	0	0	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	1,536	0	0	10.19%	105.16%	12078
Police Officer		P075	37,411	44,893	53,423	207	7	260	04/17/2006	3359	42,323	0	2,377	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	1,955	0	0	4.00%	107.12%	11510
Police Officer		P075	37,411	44,893	53,423	207	10	260	11/09/1998	6075	50,822	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	1,484	0	0	8.97%	101.60%	12024
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/26/2009	2071	40,439	0	1,845	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	1,386	0	0	7.99%	94.84%	12061
Police Officer		P075	37,411	44,893	53,423	207	2	260	08/25/2014	0	37,411	1,382	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	1,536	0	0	10.19%	105.16%	12025
Police Officer		P075	37,411	44,893	53,423	207	7	260	04/17/2006	3359	42,323	0	2,377	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	1,484	0	0	10.49%	101.60%	12026
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/06/2008	2456	41,002	0	2,408	0	0	HOWSE, DANNY RASH	

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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	6	1.000	07/19/1999	07/19/1999	48,867	1,955	0	0	4.00%	107.12%	11412
Police Officer		P075	37,411	44,893	53,423	207	10	260	07/19/1999	5823	50,822	0	0	0	0	HOWSER, ERIC HELMU	
DETECTIVE		D006	39,754	45,619	52,347	080	1	1.000	01/12/2004	01/12/2004	41,146	1,646	0	0	5.80%	90.19%	11413
Police Officer		P075	37,411	44,893	53,423	207	8	260	01/12/2004	4185	43,531	0	739	0	0	INGLISH, KRISTY FORB	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	08/29/2011	08/29/2011	35,856	1,434	0	0	10.04%	98.16%	12027
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1399	39,457	121	2,046	0	0	IRELAND, GRETTA	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	03/07/2011	03/07/2011	37,110	1,484	0	0	7.01%	101.60%	12028
Police Officer		P075	37,411	44,893	53,423	207	4	260	03/07/2011	1574	39,713	0	1,118	0	0	JACKSON, SETH ALLEN	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	04/07/2008	04/07/2008	37,110	1,484	0	0	11.20%	101.60%	12079
Police Officer		P075	37,411	44,893	53,423	207	6	260	04/07/2008	2638	41,268	0	2,674	0	0	JAMISON, ROBERT W.	
DETECTIVE		D006	39,754	45,619	52,347	080	9	1.000	10/02/1995	10/02/1995	52,347	1,076	0	0	2.05%	114.75%	11414
Police Officer		P075	37,411	44,893	53,423	207	12	260	10/02/1995	7209	53,423	0	0	0	0	JENSEN, SHAWN S.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	04/07/2008	04/07/2008	37,110	1,484	0	0	11.20%	101.60%	12029
Police Officer		P075	37,411	44,893	53,423	207	6	260	04/07/2008	2638	41,268	0	2,674	0	0	JENSEN, TIMOTHY DAN	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	03/07/2011	03/07/2011	37,110	1,484	0	0	7.01%	101.60%	12030
Police Officer		P075	37,411	44,893	53,423	207	4	260	03/07/2011	1574	39,713	0	1,118	0	0	JOHNSON, JODY W.	
DETECTIVE		D006	39,754	45,619	52,347	080	9	1.000	08/04/1997	08/04/1997	52,347	1,076	0	0	2.05%	114.75%	11415
Police Officer		P075	37,411	44,893	53,423	207	11	260	08/04/1997	6537	53,423	0	0	0	0	JONES, KELVIN TIMOT	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	07/21/2008	07/21/2008	37,110	1,484	0	0	10.79%	101.60%	12031
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2533	41,115	0	2,520	0	0	KELCH, DAVID G.	
DETECTIVE		D006	39,754	45,619	52,347	080	4	1.000	07/19/1999	07/19/1999	45,619	1,825	0	0	4.00%	100.00%	11416
Police Officer		P075	37,411	44,893	53,423	207	10	260	07/19/1999	5823	47,443	0	0	0	0	KNOX, TANNAS PETRY	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	04/07/2008	04/07/2008	37,110	1,484	0	0	11.20%	101.60%	12032
Police Officer		P075	37,411	44,893	53,423	207	6	260	04/07/2008	2638	41,268	0	2,674	0	0	LAMB, JACOB A.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	08/29/2011	08/29/2011	35,856	1,434	0	0	10.04%	98.16%	12033
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1399	39,457	121	2,046	0	0	LEDFORD, TRAVIS LEE	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	03/07/2011	03/07/2011	37,110	1,484	0	0	7.01%	101.60%	12034
Police Officer		P075	37,411	44,893	53,423	207	4	260	03/07/2011	1574	39,713	0	1,118	0	0	LEISER, SEAN ALLEN	
DETECTIVE		D006	39,754	45,619	52,347	080	2	1.000	07/21/2008	07/21/2008	37,110	1,484	0	0	10.79%	81.35%	11430
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2533	41,115	0	2,520	0	0	LEVY, MICHAEL R.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	04/07/2008	04/07/2008	37,110	1,484	0	0	11.20%	101.60%	12080
Police Officer		P075	37,411	44,893	53,423	207	6	260	04/07/2008	2638	41,268	0	2,674	0	0	LOVE, DANIEL J.	
DETECTIVE		D006	39,754	45,619	52,347	080	9	1.000	10/01/1991	10/01/1991	52,347	1,076	0	0	2.05%	114.75%	11417
Police Officer		P075	37,411	44,893	53,423	207	14	260	10/01/1991	8671	53,423	0	0	0	0	LOYD, PHILLIP W.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	06/03/2013	06/03/2013	35,856	1,434	0	0	7.42%	98.16%	12036
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/03/2013	755	38,515	121	1,104	0	0	MAJOR, TCHEZARAY W	

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100 % Of Market

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	1,484	0	0	10.79%	101.60%	12082
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2533	41,115	0	2,520	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	1,889	0	0	4.00%	103.50%	11514
Police Officer		P075	37,411	44,893	53,423	207	10	260	07/19/1999	5823	49,103	0	0	0	0	MANSFIELD III, HERAL	
DETECTIVE		D006	39,754	45,619	52,347	080	2	1.000	09/20/2010	09/20/2010	37,110	1,484	0	0	7.67%	81.35%	11418
Police Officer		P075	37,411	44,893	53,423	207	4	260	09/20/2010	1742	39,958	0	1,364	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	1,434	0	0	6.27%	98.16%	12091
Police Officer		P075	37,411	44,893	53,423	207	2	260	03/10/2014	475	38,106	121	695	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	2,023	0	0	4.00%	110.87%	11419
Police Officer		P075	37,411	44,893	53,423	207	11	260	11/17/1997	6432	52,600	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	1,646	0	0	5.80%	90.19%	11512
Police Officer		P075	37,411	44,893	53,423	207	8	260	01/12/2004	4185	43,531	0	739	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	2,023	0	0	4.00%	110.87%	11513
Police Officer		P075	37,411	44,893	53,423	207	13	260	01/03/1994	7846	52,600	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	1,484	0	0	11.20%	101.60%	12081
Police Officer		P075	37,411	44,893	53,423	207	6	260	04/07/2008	2638	41,268	0	2,674	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	1,955	0	0	4.00%	107.12%	11515
Police Officer		P075	37,411	44,893	53,423	207	10	260	11/09/1998	6075	50,822	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	1,825	0	0	4.00%	100.00%	11516
Police Officer		P075	37,411	44,893	53,423	207	9	260	06/29/2001	5112	47,443	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	1,484	0	0	11.56%	101.60%	12083
Police Officer		P075	37,411	44,893	53,423	207	6	260	01/07/2008	2729	41,402	0	2,807	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	1,434	0	0	10.04%	98.16%	12037
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1399	39,457	121	2,046	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	1,536	0	0	10.94%	105.16%	12084
Police Officer		P075	37,411	44,893	53,423	207	7	260	10/03/2005	3555	42,609	0	2,664	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	1,646	0	0	5.80%	90.19%	11420
Police Officer		P075	37,411	44,893	53,423	207	8	260	01/12/2004	4185	43,531	0	739	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	1,536	0	0	10.19%	105.16%	12038
Police Officer		P075	37,411	44,893	53,423	207	7	260	04/17/2006	3359	42,323	0	2,377	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	1,434	0	0	7.42%	98.16%	12039
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/03/2013	755	38,515	121	1,104	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	2,023	0	0	4.00%	110.87%	11517
Police Officer		P075	37,411	44,893	53,423	207	11	260	07/22/1996	6915	52,600	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	1,536	0	0	10.22%	105.16%	12040
Police Officer		P075	37,411	44,893	53,423	207	7	260	04/10/2006	3366	42,333	0	2,387	0	0	NORVILLE, AMY SUZAN	

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									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	2,023	0	0	4.00%	110.87%	11518
Police Officer		P075	37,411	44,893	53,423	207	11	260	03/31/1997	6663	52,600	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	1,434	0	0	7.42%	98.16%	12041
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/03/2013	755	38,515	121	1,104	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	1,386	0	0	10.62%	94.84%	12089
Police Officer		P075	37,411	44,893	53,423	207	2	260	10/14/2013	622	38,321	1,382	910	0	0	OROURKE III, JAMES P.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	01/07/2013	01/07/2013	35,856	1,434	0	0	8.02%	98.16%	12043
Police Officer		P075	37,411	44,893	53,423	207	3	260	01/07/2013	902	38,730	121	1,319	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	1,484	0	0	10.79%	101.60%	12044
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2533	41,115	0	2,520	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	1,434	0	0	8.82%	98.16%	12045
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/25/2012	1098	39,017	121	1,606	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	1,484	0	0	11.20%	101.60%	12046
Police Officer		P075	37,411	44,893	53,423	207	6	260	04/07/2008	2638	41,268	0	2,674	0	0	PAYNE, MICHAEL THO	
DETECTIVE		D006	39,754	45,619	52,347	080	1	1.000	09/20/2010	09/20/2010	37,110	1,484	0	0	7.68%	81.35%	11403
Police Officer		P075	37,411	44,893	53,423	207	4	260	09/20/2010	1742	39,958	0	1,364	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	1,484	0	0	11.56%	101.60%	12048
Police Officer		P075	37,411	44,893	53,423	207	6	260	01/07/2008	2729	41,402	0	2,807	0	0	PHOTHIRATH, VYWATH	
DETECTIVE		D006	39,754	45,619	52,347	080	3	1.000	04/17/2006	04/17/2006	38,409	1,536	0	0	10.19%	84.20%	11429
Police Officer		P075	37,411	44,893	53,423	207	7	260	04/17/2006	3359	42,323	0	2,377	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	1,889	0	0	4.00%	103.50%	11519
Police Officer		P075	37,411	44,893	53,423	207	10	260	07/19/1999	5823	49,103	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	1,484	0	0	10.79%	101.60%	12049
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2533	41,115	0	2,520	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	1,484	0	0	8.97%	101.60%	12050
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/26/2009	2071	40,439	0	1,845	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	2,023	0	0	4.00%	110.87%	11421
Police Officer		P075	37,411	44,893	53,423	207	11	260	08/04/1997	6537	52,600	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	1,434	0	0	8.82%	98.16%	12051
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/25/2012	1098	39,017	121	1,606	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	1,484	0	0	12.53%	101.60%	12052
Police Officer		P075	37,411	44,893	53,423	207	6	260	05/07/2007	2974	41,760	0	3,165	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	1,386	0	0	10.62%	94.84%	12409
Police Officer		P075	37,411	44,893	53,423	207	2	260	10/14/2013	622	38,321	1,382	910	0	0	RENFROE, ERIC DOUG	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	04/07/2008	04/07/2008	37,110	1,484	0	0	11.20%	101.60%	12085
Police Officer		P075	37,411	44,893	53,423	207	6	260	04/07/2008	2638	41,268	0	2,674	0	0	RICKARD, MICHAEL S.	

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

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100 % Of Market

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	4	1.000	11/06/2000	06/29/2001	45,619	1,825	0	0	4.00%	100.00%	11521
Police Officer		P075	37,411	44,893	53,423	207	9	260	06/29/2001	5112	47,443	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	1,955	0	0	4.00%	107.12%	11422
Police Officer		P075	37,411	44,893	53,423	207	10	260	11/09/1998	6075	50,822	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	1,076	0	0	2.05%	114.75%	11423
Police Officer		P075	37,411	44,893	53,423	207	16	260	10/20/1986	10478	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	1,434	0	0	8.02%	98.16%	12053
Police Officer		P075	37,411	44,893	53,423	207	3	260	01/07/2013	902	38,730	121	1,319	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	1,484	0	0	10.49%	101.60%	12054
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/06/2008	2456	41,002	0	2,408	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	1,386	0	0	10.62%	94.84%	12410
Police Officer		P075	37,411	44,893	53,423	207	2	260	10/14/2013	622	38,321	1,382	910	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	1,434	0	0	8.02%	98.16%	12055
Police Officer		P075	37,411	44,893	53,423	207	3	260	01/07/2013	902	38,730	121	1,319	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	2,023	0	0	4.00%	110.87%	11522
Police Officer		P075	37,411	44,893	53,423	207	11	260	02/02/1998	6355	52,600	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	1,825	0	0	4.00%	100.00%	11523
Police Officer		P075	37,411	44,893	53,423	207	9	260	11/13/2000	5340	47,443	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	1,484	0	0	7.01%	101.60%	12056
Police Officer		P075	37,411	44,893	53,423	207	4	260	03/07/2011	1574	39,713	0	1,118	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	1,386	0	0	10.62%	94.84%	12090
Police Officer		P075	37,411	44,893	53,423	207	2	260	10/14/2013	622	38,321	1,382	910	0	0	SIMPSON, PHILLIP D.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	12/11/2006	01/07/2008	37,110	1,484	0	0	11.56%	101.60%	12086
Police Officer		P075	37,411	44,893	53,423	207	6	260	01/07/2008	2729	41,402	0	2,807	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	1,434	0	0	7.42%	98.16%	12057
Police Officer		P075	37,411	44,893	53,423	207	3	260	06/03/2013	755	38,515	121	1,104	0	0	SLATER, ALLEN	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	7	1.000	11/25/1996	11/25/1996	50,577	2,023	0	0	4.00%	110.87%	11524
Police Officer		P075	37,411	44,893	53,423	207	11	260	11/25/1996	6789	52,600	0	0	0	0	SMITH, JAMES W.	
DETECTIVE		D006	39,754	45,619	52,347	080	2	1.000	03/07/2011	03/07/2011	37,110	1,484	0	0	7.01%	81.35%	11431
Police Officer		P075	37,411	44,893	53,423	207	4	260	03/07/2011	1574	39,713	0	1,118	0	0	SMITH, TYLER A.	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	10/06/2008	10/06/2008	37,110	1,484	0	0	10.49%	101.60%	12059
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/06/2008	2456	41,002	0	2,408	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	2,023	0	0	4.00%	110.87%	11525
Police Officer		P075	37,411	44,893	53,423	207	14	260	03/02/1992	8518	52,600	0	0	0	0	SPENCE, TERRY BART	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	07/21/2008	07/21/2008	37,110	1,484	0	0	10.79%	101.60%	12060
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2533	41,115	0	2,520	0	0	STERN, MATTHEW WA	

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

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100 % Of Market

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	6	1.000	11/09/1998	11/09/1998	48,867	1,955	0	0	4.00%	107.12%	11520
Police Officer		P075	37,411	44,893	53,423	207	10	260	11/09/1998	6075	50,822	0	0	0	0	TEMPLETON, CHRYST	
DETECTIVE		D006	39,754	45,619	52,347	080	9	1.000	02/22/1993	02/22/1993	52,347	1,076	0	0	2.05%	114.75%	11424
Police Officer		P075	37,411	44,893	53,423	207	13	260	02/22/1993	8161	53,423	0	0	0	0	TEMPLETON, GARRY L	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	2	1.000	09/23/2002	09/23/2002	42,585	1,703	0	0	4.00%	93.35%	11526
Police Officer		P075	37,411	44,893	53,423	207	8	260	09/23/2002	4661	44,288	0	0	0	0	THOMAS, RAMONA LY	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	07/21/2008	07/21/2008	37,110	1,484	0	0	10.79%	101.60%	12087
Police Officer		P075	37,411	44,893	53,423	207	5	260	07/21/2008	2533	41,115	0	2,520	0	0	THOMAS, JAMES C.	
DETECTIVE		D006	39,754	45,619	52,347	080	9	1.000	11/25/1986	07/01/1996	52,347	1,076	0	0	2.05%	114.75%	11425
Police Officer		P075	37,411	44,893	53,423	207	16	260	07/01/1996	6936	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	1,484	0	0	7.67%	101.60%	12062
Police Officer		P075	37,411	44,893	53,423	207	4	260	09/20/2010	1742	39,958	0	1,364	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	1,484	0	0	7.67%	101.60%	12063
Police Officer		P075	37,411	44,893	53,423	207	4	260	09/20/2010	1742	39,958	0	1,364	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	1,434	0	0	10.04%	98.16%	12064
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1399	39,457	121	2,046	0	0	TROUTMAN, THOMAS	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	07/01/2015	07/01/2015	34,643	1,386	0	0	7.99%	94.84%	12411
Police Officer		P075	37,411	44,893	53,423	207	1	260	07/01/2015	0	37,411	1,382	0	0	0	VACANT, VACANT	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	07/01/2015	07/01/2015	34,643	1,386	0	0	7.99%	94.84%	12088
Police Officer		P075	37,411	44,893	53,423	207	0	260	07/01/2015	0	37,411	1,382	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	1,386	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	1,382	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	1,386	0	0	7.99%	94.84%	12415
Police Officer		P075	37,411	44,893	53,423	207	1	260	07/01/2015	0	37,411	1,382	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	35,856	1,434	0	0	4.34%	98.16%	12042
Police Officer		P075	37,411	44,893	53,423	207	0	260	07/01/2015	0	37,411	121	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	1,889	0	0	4.00%	103.50%	11426
Police Officer		P075	37,411	44,893	53,423	207	10	260	07/19/1999	5823	49,103	0	0	0	0	VONGPHAKDY, LATTH	
POLICE OFFICER II		P051	39,754	45,619	52,347	080	3	1.000	07/16/2001	07/16/2001	44,075	1,763	0	0	4.00%	96.62%	11527
Police Officer		P075	37,411	44,893	53,423	207	9	260	07/16/2001	5095	45,838	0	0	0	0	WATERS, CHRISTOPHE	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	09/20/2010	09/20/2010	37,110	1,484	0	0	7.67%	101.60%	12065
Police Officer		P075	37,411	44,893	53,423	207	4	260	09/20/2010	1742	39,958	0	1,364	0	0	WATSON, JOHNATHAN	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	1	1.000	02/09/2010	10/14/2013	34,643	1,386	0	0	10.62%	94.84%	12414
Police Officer		P075	37,411	44,893	53,423	207	2	260	10/14/2013	622	38,321	1,382	910	0	0	WEATHERFORD, BENJ	
DETECTIVE		D006	39,754	45,619	52,347	080	9	1.000	08/04/1997	08/04/1997	52,347	1,076	0	0	2.05%	114.75%	11427
Police Officer		P075	37,411	44,893	53,423	207	11	260	08/04/1997	6537	53,423	0	0	0	0	WEST, JENNIFER D.K.	

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

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100 % Of Market

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									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	2	1.000	03/06/2000	03/06/2000	42,585	1,703	0	0	7.05%	93.35%	11528
Police Officer		P075	37,411	44,893	53,423	207	10	260	03/06/2000	5592	45,588	0	1,300	0	0	WHITEHEAD, ANTHON	
POLICE OFFICER I		P050	34,643	36,526	38,409	028	2	1.000	10/26/2009	10/26/2009	37,110	1,484	0	0	8.97%	101.60%	12066
Police Officer		P075	37,411	44,893	53,423	207	5	260	10/26/2009	2071	40,439	0	1,845	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	1,536	0	0	10.94%	105.16%	12067
Police Officer		P075	37,411	44,893	53,423	207	7	260	10/03/2005	3555	42,609	0	2,664	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	1,484	0	0	7.01%	101.60%	12068
Police Officer		P075	37,411	44,893	53,423	207	4	260	03/07/2011	1574	39,713	0	1,118	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	1,484	0	0	7.01%	101.60%	12069
Police Officer		P075	37,411	44,893	53,423	207	4	260	03/07/2011	1574	39,713	0	1,118	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	1,703	0	0	4.00%	93.35%	11529
Police Officer		P075	37,411	44,893	53,423	207	8	260	09/23/2002	4661	44,288	0	0	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	1,434	0	0	10.04%	98.16%	12070
Police Officer		P075	37,411	44,893	53,423	207	4	260	08/29/2011	1399	39,457	121	2,046	0	0	WOODARD, CHRISTOP	
DETECTIVE		D006	39,754	45,619	52,347	080	7	1.000	07/22/1996	07/22/1996	50,577	2,023	0	0	4.00%	110.87%	11428
Police Officer		P075	37,411	44,893	53,423	207	11	260	07/22/1996	6915	52,600	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	1,703	0	0	4.00%	93.35%	11530
Police Officer		P075	37,411	44,893	53,423	207	8	260	09/23/2002	4661	44,288	0	0	0	0	YOUNG, TREVOR KYLE	
POLICE TRAINEE		P053	33,472	33,472	33,472	022	1	1.000	08/25/2014	08/25/2014	34,643	1,386	0	0	4.00%	103.50%	12419
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	08/25/2014	0	36,029	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	1,339	0	0	4.00%	100.00%	40250
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	01/05/2015	0	34,810	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	1,339	0	0	4.00%	100.00%	40249
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	01/05/2015	0	34,810	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	1,339	0	0	4.00%	100.00%	40246
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	01/05/2015	0	34,810	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	34,643	1,386	0	0	4.00%	103.50%	12417
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	08/25/2014	0	36,029	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	1,339	0	0	4.00%	100.00%	12418
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	01/05/2015	0	34,810	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	34,643	1,386	0	0	4.00%	103.50%	12416
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	08/25/2014	0	36,029	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	34,643	1,386	0	0	4.00%	103.50%	12412
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	08/25/2014	0	36,029	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	1,339	0	0	4.00%	100.00%	12407
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	01/05/2015	0	34,810	0	0	0	0	SAPP, NICHOLAS	

City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

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

Unit Name: Unit Code:

100 % Of Market

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	34,643	1,386	0	0	4.00%	103.50%	12405
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	08/25/2014	0	36,029	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	1,339	0	0	4.00%	100.00%	12404
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	01/05/2015	0	34,810	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	1,339	0	0	4.00%	100.00%	12400
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	01/05/2015	0	34,810	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	34,643	1,386	0	0	4.00%	103.50%	12403
POLICE TRAINEE		P053	33,933	40,719	48,456	205	2	260	08/25/2014	0	36,029	0	0	0	0		WHITLEY, RICHARD

Summary for

Current Payroll	\$9,463,827	# Positions	220
Flat 4% Adjustment	\$369,388	# Positions Adjusted (any type)	220 # Not Adj 0
Adjustment To Minimum	\$24,243	# Adjusted To Minimum	44
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$197,760	# Adjusted Toward Maximum	108
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$591,391		
Proposed Payroll	\$10,055,217	% Change	6.25%

City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety

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

Unit Name: Unit Code:

100 % Of Market

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	\$9,463,827	# Positions	220
Flat 4% Adjustment	\$369,388	# Positions Adjusted (any type)	220 # Not Adj 0
Adjustment To Minimum	\$24,243	# Adjusted To Minimum	44
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$197,760	# Adjusted Toward Maximum	108
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$591,391		
Proposed Payroll	\$10,055,217	% Change	6.25%

City of Murfreesboro Implementation Report

Proposed Pay Plan Public Safety
 Dep't Name: POLICE Dep't Code: 620
 Unit Name: Unit Code:

100 % Of Market

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	\$17,687,953	# Positions	395
Flat 4% Adjustment	\$674,887	# Positions Adjusted (any type)	391 # Not Adj 4
Adjustment To Minimum	\$38,112	# Adjusted To Minimum	66
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Max	\$333,568	# Adjusted Toward Max	179
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$1,046,567		
Proposed Payroll	\$18,734,519	% Change	5.92%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	3,503	0	0	4.00%	110.87% 200	
DIRECTOR - BUILDING		D013	67,082	80,498	98,208	125	0	260	09/22/2008	2470	91,084	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	2,877	0	0	4.00%	107.12% 300	
ASSISTANT DIRECTOR - BUILDING		D003	57,948	69,538	84,836	122	0	260	11/03/2008	2428	74,804	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	2,133	0	0	4.00%	87.14% 805	
PLAN EXAMINER		P040	50,058	60,069	73,284	119	0	260	07/01/2014	0	55,468	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	2,622	0	0	4.00%	107.12% 600	
PLAN EXAMINER		P040	50,058	60,069	73,284	119	0	260	08/22/2005	3597	68,185	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	2,225	0	0	4.00%	100.96% 500	
SIGN ADMINISTRATOR		S013	45,404	54,485	66,471	117	0	260	07/23/2008	2531	57,862	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	8686	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	5749	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	7195	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	6460	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	2,079	0	0	4.00%	93.35% 804	
BUILDING/CODES INSPECTOR		B003	39,222	47,066	57,420	114	0	260	11/14/2005	3513	54,050	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	5399	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	2,152	0	0	4.00%	96.62% 700	
ELECTRICAL INSPECTOR		E002	39,222	47,066	57,420	114	0	260	04/16/2012	1168	55,942	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	2,009	0	0	4.00%	90.19% 708	
ELECTRICAL INSPECTOR		E002	39,222	47,066	57,420	114	0	260	07/01/2013	727	52,223	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	2330	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	1,300	0	0	4.00%	136.05% 28500	
ELECTRICAL INSPECTOR		E002	39,222	47,066	57,420	114	0	260	06/01/2015	0	33,800	0	0	0	0	VACANT, VACANT	
BUILDING/CODES INSPECTOR (TRAINE		B004	41,661	41,661	41,661	067	1	1.000	07/01/2013	07/01/2013	43,119	1,725	0	0	4.00%	103.50% 900	
BUILDING/CODES INSPECTOR (TRAINE		B004	35,575	42,690	52,082	112	0	260	07/01/2013	727	44,844	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	1,813	0	0	4.00%	110.87% 1000	
ADMINISTRATIVE AIDE I		D001	32,268	38,721	47,240	110	0	260	01/01/2004	4196	47,138	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	5475	47,240	0	0	0	0	STEM, BONNIE LOVE	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	1	1.000	09/02/2008	02/03/2014	33,383	1,335	0	0	4.00%	87.14% 1100	
Permits Technician	P077		32,268	38,721	47,240	110	0	260	02/03/2014	510	34,718	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	1,430	0	0	4.00%	93.35% 1101	
Permits Technician	P077		32,268	38,721	47,240	110	0	260	02/18/2008	2687	37,190	0	0	0	0	MANGRUM, LISA MICH	
Administrative Support Specialist	A007		33,383	38,307	43,958	051	5	1.000	05/19/2003	09/01/2003	39,648	1,586	0	0	4.00%	103.50% 1102	
Permits Technician	P077		32,268	38,721	47,240	110	0	260	09/01/2003	4318	41,234	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	1,480	0	0	4.00%	96.62% 1103	
Permits Technician	P077		32,268	38,721	47,240	110	0	260	07/18/2005	3632	38,492	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	1,586	0	0	4.00%	103.50% 1104	
Permits Technician	P077		32,268	38,721	47,240	110	0	260	06/02/2003	4409	41,234	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	712	0	0	4.00%	93.12% 40241	
ADMINISTRATIVE SUPPORT SPECIALIS	A004		24,079	28,894	35,251	104	0	260	08/18/2014	0	18,506	0	0	0	0	PETREE-BRADLEY, TR	

Summary for

Current Payroll	\$1,238,177	# Positions	24
Flat 4% Adjustment	\$32,896	# 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	\$32,896		
Proposed Payroll	\$1,271,073	% Change	2.66%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$32,896	# 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	 \$32,896		
Proposed Payroll	\$1,271,073	% Change	2.66%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	3,191	0	0	4.00%	113.43% 1400	
DIRECTOR - COMMUNICATIONS	C010		60,845	73,015	89,078	123	0	260	07/01/1999	5841	82,972	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	2,480	0	0	4.00%	90.24% 1500	
PUBLIC INFORMATION OFFICER	P066		55,189	66,226	80,796	121	0	260	06/16/2014	377	64,480	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	6110	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	5767	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	1,806	0	0	4.00%	96.62% 1603	
MEDIA PROGRAM PRODUCER	C011		37,354	44,825	54,686	113	0	260	08/27/2012	1035	46,962	0	0	0	0	NEVILLS, JAMES MICH	
COMMUNICATIONS SPECIALIST	C011		40,728	46,737	53,631	088	5	1.000	04/09/2007	04/09/2007	48,372	1,935	0	0	4.00%	103.50% 1602	
MEDIA PROGRAM PRODUCER	C011		37,354	44,825	54,686	113	0	260	04/09/2007	3002	50,307	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	692	0	0	8.90%	65.85% 28400	
VIDEO JOURNALIST	P034		25,283	30,339	37,014	105	0	260	06/09/2014	384	18,842	545	302	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	692	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	545	0	0	0	VACANT, VACANT	

Summary for

Current Payroll	\$377,177	# Positions	8
Flat 4% Adjustment	\$12,907	# Positions Adjusted (any type)	8 # Not Adj 0
Adjustment To Minimum	\$1,091	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$302	# 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	\$14,299		
Proposed Payroll	\$391,476	% Change	3.79%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$12,907	# Positions Adjusted (any type)	8 # Not Adj 0
Adjustment To Minimum	\$1,091	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$302	# 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	 \$14,299		
Proposed Payroll	\$391,476	% Change	3.79%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 DEVELOPME	D014	67,886	84,348	98,435	174		1.000	09/18/2006	09/18/2006	74,903	2,996	0	0	4.00%	88.80%	1700
	DIRECTOR - COMMUNITY DEVELOPME	D014	67,082	80,498	98,208	125	0	260	09/18/2006	3205	77,899	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	2,345	0	0	4.00%	110.86%	1800
	GRANT COORDINATOR	G007	43,242	51,890	63,306	116	0	260	07/01/2008	2553	60,982	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	710	0	0	4.00%	67.59%	299000
	ADMINISTRATIVE SUPPORT SPECIALIS	A004	24,079	28,894	35,251	104	0	260	08/08/2014	0	18,471	0	0	0	0	DEMOSI, TRACEY	

Summary for

Current Payroll	\$151,300	# Positions	3
Flat 4% Adjustment	\$6,052	# 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	\$6,052		
Proposed Payroll	\$157,352	% Change	4.00%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$6,052	# 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	 \$6,052		
Proposed Payroll	\$157,352	% Change	4.00%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	4,143	0	0	4.00%	101.02% 16200	
CITY ENGINEER		C007	89,896	107,876	131,608	131	0	260	09/16/2005	3572	107,711	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	3,028	0	0	4.00%	116.70% 16400	
ENVIRONMENTAL ENGINEER		E005	57,948	69,538	84,836	122	0	260	11/01/1999	5718	78,728	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	2,315	0	0	4.00%	89.23% 16500	
PROJECT ENGINEER		P065	57,948	69,538	84,836	122	0	260	02/05/2014	508	60,196	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	2,173	0	0	8.74%	86.22% 16600	
PROJECT COORDINATOR		P064	52,561	63,073	76,949	120	0	260	07/01/2007	2919	59,062	0	2,573	0	0	JACKSON, TIMOTHY JA	
SUPERINTENDENT		S024	40,831	46,855	53,766	090		1.000	05/23/1994	07/01/2013	67,275	2,691	0	0	4.00%	143.58% 17400	
STREETS SUPERINTENDENT		S024	52,561	63,073	76,949	120	0	260	07/01/2013	727	69,966	0	0	0	0	HILLIS JR., RAYMOND	
FACILITY SUPERINTENDENT - MAINT.		F004	41,337	51,362	59,940	102		1.067	01/01/2015	01/01/2015	41,337	1,653	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	4,684	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	2,189	0	0	4.00%	103.50% 16700	
ENGINEER IN TRAINING		E004	45,404	54,485	66,471	117	0	260	03/12/2007	3030	56,905	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	2,414	0	0	4.00%	110.87% 31200	
PUBLIC WORKS PROJECT INSPECTOR		S020	43,242	51,890	63,306	116	0	260	06/05/2000	5501	62,763	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	07/01/2011	58,309	2,332	0	0	4.00%	107.12% 16800	
PUBLIC WORKS PROJECT INSPECTOR		S020	43,242	51,890	63,306	116	0	260	07/01/2011	1458	60,641	0	0	0	0	JACO, JON J.	
SR. PUBLIC WORKS INSPECTOR		S020	47,434	54,431	62,462	120	6	1.000	09/01/1994	07/01/2011	58,309	2,332	0	0	4.00%	107.12% 16801	
PUBLIC WORKS PROJECT INSPECTOR		S020	43,242	51,890	63,306	116	0	260	07/01/2011	1458	60,641	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	1,733	0	0	2.96%	114.75% 17500	
ROW SAFETY INSPECTOR		R007	41,183	49,419	60,291	115	0	260	07/01/1991	8763	60,291	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	1,767	0	0	4.00%	93.35% 17000	
PUBLIC WORKS PROJECTS INSPECTO		P068	37,354	44,825	54,686	113	0	260	02/01/2007	3069	45,952	0	0	0	0	DENNIS, RONALD E.	
PUBLIC WORKS INSPECTOR		P068	41,246	47,332	54,314	093	7	1.000	06/22/1998	10/21/2004	52,477	2,099	0	0	4.00%	110.87% 17001	
PUBLIC WORKS PROJECTS INSPECTO		P068	37,354	44,825	54,686	113	0	260	10/21/2004	3902	54,576	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	1,767	0	0	4.00%	93.35% 17002	
PUBLIC WORKS PROJECTS INSPECTO		P068	37,354	44,825	54,686	113	0	260	09/08/2008	2484	45,952	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	1,708	0	0	4.00%	90.19% 17003	
PUBLIC WORKS PROJECTS INSPECTO		P068	37,354	44,825	54,686	113	0	260	11/04/2013	601	44,397	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	1,692	0	0	4.00%	103.50% 17100	
ADMINISTRATIVE AIDE I		D001	32,268	38,721	47,240	110	0	260	02/24/2014	489	44,004	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	3044	47,240	0	0	0	0	DEMENT, ANDREW J.	
PUBLIC WORKS CREW CHIEF		P067	35,246	40,446	46,413	062	5	1.067	07/20/1998	03/16/2015	40,446	1,618	0	0	4.00%	100.00% 17702	
PUBLIC WORKS CREW LEADER		P067	32,268	38,721	47,240	110	0	260	03/16/2015	0	42,063	0	0	0	0	MURPHY, LUKE	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	
	PUBLIC WORKS CREW CHIEF	P067	35,246	40,446	46,413	062	6	1.067	01/19/1999	09/10/2014	41,862	1,674	0	0	4.00%	103.50% 17700	
	PUBLIC WORKS CREW LEADER	P067	32,268	38,721	47,240	110	0	260	09/10/2014	0	43,536	0	0	0	0	WALDEN, JAMES MADD	
	Administrative Support Specialist	A007	33,383	38,307	43,958	051	6	1.000	09/15/1997	03/03/2008	41,035	1,641	0	0	4.00%	107.12% 17200	
	ADMINISTRATIVE SUPPORT SPECIALIS	A007	30,731	36,877	44,990	109	0	260	03/03/2008	2673	42,677	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	1,229	0	0	4.00%	93.35% 18100	
	EQUIPMENT OPERATOR	E007	27,874	33,449	40,808	107	0	260	09/18/2009	2109	31,966	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	1,511	0	0	4.00%	114.76% 18101	
	EQUIPMENT OPERATOR	E007	27,874	33,449	40,808	107	0	260	07/01/1996	6936	39,296	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	1,560	0	0	4.00%	110.86% 17900	
	EQUIPMENT OPERATOR	E007	27,874	33,449	40,808	107	0	260	10/12/2005	3546	40,554	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	1,148	0	0	4.00%	87.14% 18107	
	EQUIPMENT OPERATOR	E007	27,874	33,449	40,808	107	0	260	11/10/2014	0	29,841	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	6936	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	1,188	0	0	4.00%	90.19% 18102	
	EQUIPMENT OPERATOR	E007	27,874	33,449	40,808	107	0	260	05/16/2012	1138	30,885	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	1,229	0	0	4.00%	93.35% 18103	
	EQUIPMENT OPERATOR	E007	27,874	33,449	40,808	107	0	260	07/16/2007	2904	31,966	0	0	0	0	JONES, CAMERON L.	
	LIGHT EQUIPMENT OPERATOR	L013	28,693	32,926	37,784	019	7	1.067	04/28/2003	07/17/2007	36,507	1,460	0	0	4.00%	110.88% 18104	
	EQUIPMENT OPERATOR	E007	27,874	33,449	40,808	107	0	260	07/17/2007	2903	37,967	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	1,511	0	0	4.00%	114.76% 18105	
	EQUIPMENT OPERATOR	E007	27,874	33,449	40,808	107	0	260	10/04/1999	5746	39,296	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	1,229	0	0	4.00%	93.35% 18106	
	EQUIPMENT OPERATOR	E007	27,874	33,449	40,808	107	0	260	05/19/2008	2596	31,966	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	1,560	0	0	4.00%	110.86% 17904	
	EQUIPMENT OPERATOR	E007	27,874	33,449	40,808	107	0	260	10/20/2014	0	40,554	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	1,511	0	0	4.00%	114.76% 18108	
	EQUIPMENT OPERATOR	E007	27,874	33,449	40,808	107	0	260	07/21/2003	4360	39,296	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	6206	40,808	0	0	0	0	SMITH, BARRY	
	EQUIPMENT OPERATOR	E007	30,649	35,173	40,373	036	7	1.067	07/01/2015	07/01/2015	38,994	1,560	0	0	4.00%	110.86% 17902	
	EQUIPMENT OPERATOR	E007	27,874	33,449	40,808	107	0	260	07/01/2015	0	40,554	0	0	0	0	VACANT, VACANT	
	MAINTENANCE WORKER	M013	23,109	26,518	30,431	004	1	1.067	01/01/2015	01/01/2015	23,109	924	0	0	14.88%	87.14% 40258	
	W/WW MAINTENANCE WORKER	M004	26,547	31,856	38,864	106	0	260	01/01/2015	0	26,547	2,514	0	0	0	VACANT, VACNAT	
	MAINTENANCE WORKER	M013	23,109	26,518	30,431	004	1	1.067	01/01/2015	01/01/2015	23,109	924	0	0	14.88%	87.14% 40259	
	W/WW MAINTENANCE WORKER	M004	26,547	31,856	38,864	106	0	260	01/01/2015	0	26,547	2,514	0	0	0	VACANT, VACANT	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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		
REFUSE/CUSTODIAL CREW SUPER.	R003		27,182	31,192	35,795	012	8	1.067	04/07/2003	08/04/2008	35,795	1,219	0	0	3.41%	114.76%	18201
REFUSE/CUSTODIAL CREW SUPER.	R003		25,283	30,339	37,014	105	0	260	08/04/2008	2519	37,014	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	1,087	0	0	4.00%	87.15%	18200
REFUSE/CUSTODIAL CREW SUPER.	R003		25,283	30,339	37,014	105	0	260	09/08/2014	0	28,270	0	0	0	0		JOHNSON, DARREN
PART-TIME LABORER	P019		15,113	35,831	56,550	PT01		0.773	08/11/2014	08/11/2014	15,080	603	0	0	17.60%	54.42%	40232
LABORER	L003		22,932	27,518	33,572	103	0	260	08/11/2014	0	17,734	2,051	0	0	0		COGDAL, ADAM
LABORER	L003		24,828	28,490	32,693	005	1	1.067	10/06/2014	10/06/2014	24,828	993	0	0	4.00%	87.15%	18300
LABORER	L003		22,932	27,518	33,572	103	0	260	10/06/2014	0	25,821	0	0	0	0		DAVIS, BRIAN
PART-TIME LABORER	P019		15,113	35,831	56,550	PT01		0.767	05/27/2014	05/27/2014	10,400	416	0	0	71.89%	37.86%	29300
LABORER	L003		22,932	27,518	33,572	103	0	260	05/27/2014	397	17,877	6,765	296	0	0		HEAD, NATHANIEL
LABORER	L003		24,828	28,490	32,693	005	9	1.067	08/05/1987	07/02/2009	32,693	879	0	0	2.69%	114.76%	18302
LABORER	L003		22,932	27,518	33,572	103	0	260	07/02/2009	2187	33,572	0	0	0	0		HUTCHINS, KIMMY L.
LABORER	L003		24,828	28,490	32,693	005	1	1.067	08/11/2014	10/28/2014	24,828	993	0	0	4.00%	87.15%	40255
LABORER	L003		22,932	27,518	33,572	103	0	260	10/28/2014	0	25,821	0	0	0	0		JONES, MASON
LABORER	L003		24,828	28,490	32,693	005	1	1.067	08/11/2014	10/23/2014	24,828	993	0	0	4.00%	87.15%	40256
LABORER	L003		22,932	27,518	33,572	103	0	260	10/23/2014	0	25,821	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	1,064	0	0	4.00%	93.35%	18303
LABORER	L003		22,932	27,518	33,572	103	0	260	04/25/2007	2986	27,660	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	499	0	0	17.60%	54.42%	40230
LABORER	L003		22,932	27,518	33,572	103	0	260	12/03/2014	0	14,676	1,697	0	0	0		SANDERS, ANDREW

Summary for

Current Payroll	\$1,865,008	# Positions	46
Flat 4% Adjustment	\$69,988	# Positions Adjusted (any type)	46 # Not Adj 0
Adjustment To Minimum	\$20,224	# Adjusted To Minimum	6
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$2,869	# 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	\$93,081		
Proposed Payroll	\$1,958,089	% Change	4.99%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	12/30/2014	12/30/2014	24,828	993	0	0	4.00%	87.15%	40313
LABORER		L003	22,932	27,518	33,572	103	0	260	12/30/2014	0	25,821	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	499	0	0	17.60%	54.42%	40307
LABORER		L003	22,932	27,518	33,572	103	0	260	12/18/2014	0	14,676	1,697	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	499	0	0	17.60%	54.42%	40306
LABORER		L003	22,932	27,518	33,572	103	0	260	12/15/2014	0	14,676	1,697	0	0	0	STANLEY, LUCUS	

Summary for

Current Payroll		\$49,788	# Positions	3
Flat 4% Adjustment	\$1,992		# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$3,395		# 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	\$5,386			
Proposed Payroll		\$55,174	% Change	10.82%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 ENGINEERING

Current Payroll	\$1,914,796	# Positions	49
Flat 4% Adjustment	\$71,980	# Positions Adjusted (any type)	49 # Not Adj 0
Adjustment To Minimum	\$23,619	# Adjusted To Minimum	8
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$2,869	# 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	 \$98,467		
Proposed Payroll	\$2,013,263	% Change	5.14%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	4,275	0	0	4.00%	107.12% 1900	
FIRE CHIEF		F011	81,539	97,846	119,373	129	0	260	12/02/2008	2399	111,159	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	3,466	0	0	4.00%	101.44% 2000	
DEPUTY FIRE CHIEF		D004	70,436	84,523	103,119	126	0	260	12/02/2008	2399	90,108	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	2,999	0	0	4.00%	93.40% 2100	
ASSISTANT FIRE CHIEF		A023	63,888	76,665	93,532	124	0	260	08/29/2011	1399	77,963	0	0	0	0	JERNIGAN, F KAYE	
ASSISTANT CHIEF / MEDICAL SERVICE		A014	64,597	80,262	93,666	168		1.000	05/05/2014	05/05/2014	72,429	2,897	0	0	4.00%	90.24% 29000	
ASSISTANT FIRE CHIEF		A023	63,888	76,665	93,532	124	0	260	05/05/2014	419	75,326	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	3,253	0	0	4.00%	101.31% 2101	
ASSISTANT FIRE CHIEF		A023	63,888	76,665	93,532	124	0	260	02/01/2001	5260	84,568	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	2,763	0	0	4.00%	95.00% 2200	
SHIFT COMMANDER		S010	60,845	73,015	89,078	123	0	117	01/01/2009	2369	71,840	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	2,889	0	0	4.00%	99.33% 2201	
SHIFT COMMANDER		S010	60,845	73,015	89,078	123	0	117	08/27/2007	2862	75,111	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	2,903	0	0	4.00%	99.83% 2202	
SHIFT COMMANDER		S010	60,845	73,015	89,078	123	0	117	08/09/2004	3975	75,490	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	727	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	07/01/2000	43,793	1,752	0	0	4.00%	107.12% 3200	
ADMINISTRATIVE AIDE II		A005	33,881	40,657	49,602	111	0	260	07/01/2000	5475	45,545	0	0	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	1,430	0	0	4.00%	93.35% 3300	
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	03/19/2007	3023	37,191	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	421	0	0	73.19%	44.08% 29100	
ADMINISTRATIVE SUPPORT SPECIALIS		A004	24,079	28,894	35,251	104	0	260	09/11/2006	3212	18,237	5,101	2,185	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	473	0	0	61.61%	49.52% 29200	
LABORER		L003	22,932	27,518	33,572	103	0	260	04/20/1999	5913	19,119	2,985	3,831	0	0	FUGATE JR., ROY J.	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$29,761	# Positions Adjusted (any type)	13 # Not Adj 0
Adjustment To Minimum	\$8,086	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$6,015	# 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	 \$43,862		
Proposed Payroll	\$831,257	% Change	5.57%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$29,761		# Positions Adjusted (any type)	13 # Not Adj 0
Adjustment To Minimum	\$8,086		# Adjusted To Minimum	2
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$6,015		# 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	 \$43,862			
Proposed Payroll		\$831,257	% Change	5.57%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	3,154	0	0	4.00%	107.12% 3700	
DIRECTOR - FLEET SERVICES	F018		60,845	73,015	89,078	123	0	260	08/05/2008	2518	82,015	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	2,101	0	0	4.00%	103.50% 3901	
LEAD MECHANIC	L009		41,183	49,419	60,291	115	0	260	09/27/2010	1735	54,622	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	2,030	0	0	4.00%	100.00% 3902	
LEAD MECHANIC	L009		41,183	49,419	60,291	115	0	260	12/27/2011	1279	52,774	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	1,608	0	0	4.00%	79.22% 3900	
LEAD MECHANIC	L009		41,183	49,419	60,291	115	0	260	02/23/2015	0	41,809	0	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	1,910	0	0	4.00%	103.50% 4000	
HEAVY EQUIPMENT MECHANIC	H004		35,575	42,690	52,082	112	0	260	08/11/2003	4339	49,656	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	1,723	0	0	4.00%	93.35% 4001	
HEAVY EQUIPMENT MECHANIC	H004		35,575	42,690	52,082	112	0	260	11/03/2008	2428	44,787	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	4913	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	4799	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	1,723	0	0	4.00%	93.35% 4004	
HEAVY EQUIPMENT MECHANIC	H004		35,575	42,690	52,082	112	0	260	07/02/2007	2918	44,787	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	1,723	0	0	4.00%	93.35% 4005	
HEAVY EQUIPMENT MECHANIC	H004		35,575	42,690	52,082	112	0	260	08/25/2008	2498	44,787	0	0	0	0	VASSAR, JEREMY J.	
HEAVY EQUIPMENT MECHANIC	H004		40,201	46,132	52,937	086	7	1.067	06/24/1996	11/28/2011	51,147	935	0	0	1.83%	110.87% 4006	
HEAVY EQUIPMENT MECHANIC	H004		35,575	42,690	52,082	112	0	260	11/28/2011	1308	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	1,430	0	0	4.00%	93.35% 4300	
ADMINISTRATIVE SUPPORT SPECIALIS	A007		30,731	36,877	44,990	109	0	260	09/13/2010	1749	37,190	0	0	0	0	FANN, KIMBERLY ANN	
PREVENTATIVE MAINTENANCE MECHA	P057		30,900	35,457	40,688	038	1	1.067	03/23/2015	03/23/2015	31,981	1,279	0	0	4.00%	90.20% 4200	
PREVENTATIVE MAINTENANCE MECHA	P057		27,874	33,449	40,808	107	0	260	03/23/2015	0	33,260	0	0	0	0	BAINES, TRAVIS	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$21,486	# Positions Adjusted (any type)	13 # 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	 \$21,486		
Proposed Payroll	\$641,932	% Change	3.46%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$21,486	# Positions Adjusted (any type)	13 # 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	 \$21,486		
Proposed Payroll	\$641,932	% Change	3.46%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	6,426	0	0	4.00%	110.55% 4500	
CITY MANAGER		C009	132,818	159,382	194,445	139	0	260	08/04/2009	2154	167,080	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	4,496	0	0	5.83%	103.42% 4700	
ASSISTANT CITY MANAGER		A016	109,270	131,124	159,971	135	0	260	10/05/2009	2092	118,956	0	2,056	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	4,638	0	0	4.00%	103.50% 4800	
DIRECTOR - FINANCE		F006	94,391	113,269	138,189	132	0	260	01/31/2008	2705	120,577	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	3,047	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	2,322	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	3,080	0	0	4.00%	81.96% 31400	
DIRECTOR - PURCHASING		P069	73,958	88,750	108,275	127	0	260	12/01/2014	0	80,080	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	3,227	0	0	4.00%	98.59% 5000	
ASSISTANT DIRECTOR - FINANCE		A017	70,436	84,523	103,119	126	0	260	12/01/2008	2400	83,909	0	0	0	0	TUCKER, ERIN ELIZAB	
ACCOUNTANT/FIXED ASSET MANAGER		A002	46,415	57,671	67,302	130		1.000	05/20/2002	05/20/2002	67,302	2,493	0	0	3.70%	116.70% 5200	
REPORTING & COMPLIANCE MANAGER		R009	47,674	57,209	69,795	118	0	260	05/20/2002	4787	69,795	0	0	0	0	MASSEY, VICKI JOYCE	
REPORTING AND COMPLIANCE MANAG		A032	46,566	53,430	61,308	117	1	1.000	11/21/2011	09/01/2014	47,554	1,902	0	0	4.00%	89.00% 40225	
REPORTING & COMPLIANCE MANAGER		R009	47,674	57,209	69,795	118	0	260	09/01/2014	0	49,456	0	0	0	0	STOVALL, ANA MARIA	
ACCOUNTANT		A001	42,940	49,275	56,544	098	9	1.000	10/21/1985	10/21/1985	56,544	2,262	0	0	6.29%	114.75% 5300	
ACCOUNTANT		A001	41,183	49,419	60,291	115	0	260	10/21/1985	10842	60,103	0	1,297	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	1,718	0	0	4.00%	87.14% 5302	
ACCOUNTANT		A001	41,183	49,419	60,291	115	0	260	11/03/2014	0	44,658	0	0	0	0	LOVVORN, HEATHER	
ACCOUNTANT		A001	42,940	49,275	56,544	098	1	1.000	07/01/2015	07/01/2015	42,940	1,718	0	0	4.00%	87.14% 5303	
ACCOUNTANT		A001	41,183	49,419	60,291	115	0	260	07/01/2015	0	44,658	0	0	0	0	VACANT, VACANT	
ACCOUNTANT		A001	42,940	49,275	56,544	098	9	1.000	04/02/1990	09/01/1990	56,544	2,262	0	0	4.00%	114.75% 5301	
Tax/Licensing Supervisor		T015	41,183	49,419	60,291	115	0	260	09/01/1990	9066	58,806	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	8763	49,602	0	0	0	0	MESHOTTO, GEORGIA	
Administrative Assistant		A005	37,486	43,016	49,362	070	5	1.000	06/26/1997	12/16/2013	44,522	1,781	0	0	4.00%	103.50% 5401	
ADMINISTRATIVE AIDE II		A005	33,881	40,657	49,602	111	0	260	12/16/2013	559	46,303	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	1,641	0	0	4.00%	107.12% 5600	
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	12/15/1997	6404	42,677	0	0	0	0	BROWN, NANCY POWE	
Administrative Support Specialist		A007	33,383	38,307	43,958	051	1	1.000	03/01/2010	04/01/2014	33,383	1,335	0	0	4.00%	87.14% 5601	
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	04/01/2014	453	34,718	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	1,641	0	0	4.00%	107.12% 5602	
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	12/03/1997	6416	42,677	0	0	0	0	SMITTY, BELINDA HILL	
Administrative Support Specialist		A007	33,383	38,307	43,958	051	6	1.000	08/29/1991	07/01/1995	41,035	1,641	0	0	4.00%	107.12% 5603	
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	07/01/1995	7302	42,677	0	0	0	0	STROBLE, MECHELLE	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 SUPERVISOR MAINT. WORK	P031		15,113	35,831	56,550	PT01	0.773	04/13/2015	04/13/2015	0	0	0	0	0.00%	0.00%	28100	
MAINTENANCE CREW LEADER	M005		26,547	31,856	38,864	106	0	260	04/13/2015	0	20,529	20,529	0	0	0	MARTIN, DANNY	
MAINTENANCE FOREMAN	M005		28,576	32,792	37,629	017	9	1.067	04/22/1996	09/16/2002	37,629	1,235	0	0	3.28%	114.75%	5900
MAINTENANCE CREW LEADER	M005		26,547	31,856	38,864	106	0	260	09/16/2002	4668	38,864	0	0	0	0	MURRAY, CORNELIUS	
Secretary or Secretary/Receptionist	S003		25,840	29,651	34,026	010	9	1.000	05/04/1992	05/04/1992	34,026	1,225	0	0	3.60%	114.75%	6000
ADMINISTRATIVE SUPPORT SPECIALIS	A004		24,079	28,894	35,251	104	0	260	05/04/1992	8455	35,251	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	1,217	0	0	4.00%	114.76%	6100
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	10/30/2001	4989	31,648	0	0	0	0	CAMP, JAMES W.	
CUSTODIAN MAINT. WORKER	C019		23,109	26,518	30,431	004	1	1.067	12/29/2014	12/29/2014	23,109	924	0	0	4.00%	87.14%	6101
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	12/29/2014	0	24,033	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	374	0	0	4.37%	52.24%	28001
COURIER	P013		18,627	24,960	30,451	101	0	260	03/07/2013	843	9,769	0	34	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	374	0	0	13.35%	52.24%	28000	
COURIER	P013		18,627	24,960	30,451	101	0	260	12/01/2008	2400	10,609	0	875	0	0	MESSICK, JAMES LON	
PART-TIME SECURITY - AFTER HOURS	P028		15,113	35,831	56,550	PT01	1	0.767	01/28/1999	01/28/1999	14,247	570	0	0	35.07%	51.86%	27900
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	01/28/1999	5995	19,244	0	4,427	0	0	MARABLE, HORACE TA	

Summary for

Current Payroll	\$1,345,208	# Positions	26
Flat 4% Adjustment	\$51,468	# Positions Adjusted (any type)	26 # Not Adj 0
Adjustment To Minimum	\$22,852	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$8,689	# Adjusted Toward Maximum	5
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$83,008		
Proposed Payroll	\$1,428,216	% Change	6.17%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	\$1,345,208	# Positions	26
Flat 4% Adjustment	\$51,468	# Positions Adjusted (any type)	26 # Not Adj 0
Adjustment To Minimum	\$22,852	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$8,689	# Adjusted Toward Maximum	5
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$83,008		
Proposed Payroll	\$1,428,216	% Change	6.17%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	2,657	0	0	2.78%	116.70% 8600	
DIRECTOR - GOLF		D018	67,082	80,498	98,208	125	0	260	01/26/1987	10380	98,208	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	3,095	0	0	4.00%	116.70% 8700	
TURF CARE MANAGER		T013	55,189	66,226	80,796	121	0	260	10/26/1988	9741	80,472	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	7302	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	1,514	0	0	4.85%	89.24% 8900	
TURF CARE SUPERVISOR		T014	35,575	42,690	52,082	112	0	260	01/16/2008	2720	39,675	0	323	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	1,577	0	0	4.00%	100.00% 9100	
EQUIPMENT MECHANIC		E006	33,881	40,657	49,602	111	0	260	08/13/2014	0	41,006	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	5475	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	343	0	0	114.21%	42.72% 40034	
GOLF FACILITY SUPERVISOR		G006	30,731	36,877	44,990	109	0	260	02/28/2011	1581	18,362	8,294	1,153	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	1,719	0	0	4.00%	114.75% 9200	
GOLF FACILITY SUPERVISOR		G006	30,731	36,877	44,990	109	0	260	04/25/2002	4812	44,700	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	1,221	0	0	4.00%	87.14% 9300	
SHOP MANAGER		S012	29,268	35,121	42,848	108	0	260	01/09/2015	0	31,746	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	1,608	0	0	4.00%	114.75% 9301	
SHOP MANAGER		S012	29,268	35,121	42,848	108	0	260	03/01/1997	6693	41,804	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	1,555	0	0	3.96%	114.75% 9400	
GROUNDSKEEPER - LEAD		L006	27,874	33,449	40,808	107	0	260	05/19/1999	5884	40,808	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	1,023	0	0	2.84%	114.75% 9700	
LANDSCAPER/GREENSKEEPER		L005	25,283	30,339	37,014	105	0	260	07/01/1999	5841	37,014	0	0	0	0	JAHNS, MARK R.	
LANDSCAPER/GREENSKEEPER		L005	27,332	31,364	35,991	014	2	1.067	10/01/2014	10/01/2014	28,288	1,132	0	0	4.00%	90.19% 40247	
LANDSCAPER/GREENSKEEPER		L005	25,283	30,339	37,014	105	0	260	10/01/2014	0	29,420	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	1,023	0	0	2.84%	114.75% 9701	
LANDSCAPER/GREENSKEEPER		L005	25,283	30,339	37,014	105	0	260	06/14/1993	8049	37,014	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	1,106	0	0	4.00%	96.62% 9800	
FOOD SERVICE MANAGER		F020	22,932	27,518	33,572	103	0	260	03/23/2009	2288	28,750	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	499	0	0	37.57%	52.24% 40101	
Golf Cart Specialist		G014	22,932	27,518	33,572	103	0	260	07/17/2007	2903	17,169	2,309	1,881	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	399	0	0	44.91%	52.24% 40019	
LABORER		L003	22,932	27,518	33,572	103	0	260	09/02/2003	4317	14,468	1,847	2,237	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	468	0	0	34.20%	48.98% 40063	
LABORER		L003	22,932	27,518	33,572	103	0	260	09/27/2013	639	15,702	3,120	414	0	0	HILL, ROGER LANE	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	501	0	0	39.36%	46.80%	40082
LABORER		L003	22,932	27,518	33,572	103	0	260	04/03/2014	451	17,450	4,100	327	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	501	0	0	42.70%	46.80%	40084
LABORER		L003	22,932	27,518	33,572	103	0	260	09/04/2012	1027	17,868	4,100	745	0	0	LEWIS, SAMUEL JAME	
PART-TIME LABORER		P019	15,113	35,831	56,550	PT01	0.747		03/09/2006	03/09/2006	13,978	559	0	0	40.14%	52.24%	40133
LABORER		L003	22,932	27,518	33,572	103	0	260	03/09/2006	3398	19,588	2,586	2,465	0	0	SHORT, KEITH F.	
PART-TIME LABORER		P019	15,113	35,831	56,550	PT01	0.533		03/24/2015	03/24/2015	8,944	358	0	0	36.74%	46.80%	40001
LABORER		L003	22,932	27,518	33,572	103	0	260	03/24/2015	0	12,230	2,929	0	0	0	STEM, ANDREW	
PART-TIME LABORER/GOLF PROGRAM		P020	15,113	35,831	56,550	PT01	0.667		10/03/2013	10/03/2013	11,700	468	0	0	34.17%	48.98%	40168
LABORER		L003	22,932	27,518	33,572	103	0	260	10/03/2013	633	15,698	3,120	410	0	0	YOUREE, JEFF C.	
PART-TIME SNACK SHOP/BEVERAGE C		P029	15,113	35,831	56,550	PT01	0.560		06/20/2013	06/20/2013	8,572	343	0	0	26.89%	42.72%	40007
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	06/20/2013	738	10,877	1,516	446	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	376	0	0	22.45%	46.80%	40027
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	08/26/2010	1767	11,500	664	1,069	0	0	CASTERLINE, LARRY D	
PART-TIME GOLF SHOP CLERK		P017	15,113	35,831	56,550	PT01	0.560		06/14/2012	06/14/2012	9,391	376	0	0	18.21%	46.80%	40031
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	06/14/2012	1109	11,102	664	671	0	0	COLLINS, RICKY LEE	
PART-TIME SNACK SHOP/BEVERAGE C		P029	15,113	35,831	56,550	PT01	0.560		04/24/2013	04/24/2013	8,572	343	0	0	27.29%	42.72%	40033
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	04/24/2013	795	10,912	1,516	481	0	0	COOLEY, VALERIE C.	
PART-TIME SNACK SHOP/BEVERAGE C		P029	15,113	35,831	56,550	PT01	0.560		02/21/2014	02/21/2014	8,572	343	0	0	25.16%	42.72%	40036
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	02/21/2014	492	10,729	1,516	298	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	376	0	0	21.25%	46.80%	40040
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	02/28/2011	1581	11,387	664	956	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	376	0	0	42.17%	46.80%	40044
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	04/08/2002	4829	13,351	664	2,920	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	376	0	0	35.14%	46.80%	40098
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	04/04/2005	3737	12,691	664	2,260	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	376	0	0	13.94%	46.80%	40104
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	04/08/2014	446	10,701	664	270	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	376	0	0	32.83%	46.80%	40151
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	03/28/2006	3379	12,474	664	2,043	0	0	USELTON, JACKIE RAY	
PART-TIME SNACK SHOP/BEVERAGE C		P029	15,113	35,831	56,550	PT01	0.560		07/01/2015	07/01/2015	8,572	343	0	0	21.68%	42.72%	40154
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	07/01/2015	0	10,431	1,516	0	0	0	VACANT, VACANT	
PART-TIME GOLF SHOP CLERK		P017	15,113	35,831	56,550	PT01	0.560		07/06/2007	07/06/2007	9,391	376	0	0	29.84%	46.80%	40160
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	07/06/2007	2914	12,193	664	1,762	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	343	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	1,516	0	0	0	CARTER, ROBERT	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	06/03/2007	03/06/2007	8,572	343	0	0	43.10%	42.72%	40039	
GOLF ASSISTANT	P030		18,627	24,960	30,451	101	0	260	03/06/2007	3036	12,267	1,516	1,836	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	343	0	0	26.84%	42.72%	40065	
GOLF ASSISTANT	P030		18,627	24,960	30,451	101	0	260	06/27/2013	731	10,873	1,516	442	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	343	0	0	40.22%	42.72%	40090	
GOLF ASSISTANT	P030		18,627	24,960	30,451	101	0	260	04/18/2008	2627	12,020	1,516	1,589	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	354	0	0	46.84%	44.08%	40114	
GOLF ASSISTANT	P030		18,627	24,960	30,451	101	0	260	11/29/2003	4229	12,988	1,232	2,557	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	343	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	1,516	0	0	0	VACANT, VACANT	
PART-TIME STARTER MARSHAL	P030		15,113	35,831	56,550	PT01	0.560	07/01/2015	07/01/2015	8,572	343	0	0	21.68%	42.72%	40035	
GOLF ASSISTANT	P030		18,627	24,960	30,451	101	0	260	07/01/2015	0	10,431	1,516	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	343	0	0	27.55%	42.72%	40163	
GOLF ASSISTANT	P030		18,627	24,960	30,451	101	0	260	03/18/2013	832	10,934	1,516	503	0	0	WHITE, WALTER G.	

Summary for

Current Payroll	\$915,268	# Positions	43
Flat 4% Adjustment	\$31,581	# Positions Adjusted (any type)	43 # Not Adj 0
Adjustment To Minimum	\$55,626	# Adjusted To Minimum	29
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$30,058	# Adjusted Toward Maximum	25
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$117,265		
Proposed Payroll	\$1,032,533	% Change	12.81%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$31,581	# Positions Adjusted (any type)	43 # Not Adj 0
Adjustment To Minimum	\$55,626	# Adjusted To Minimum	29
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$30,058	# Adjusted Toward Maximum	25
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$117,265		
Proposed Payroll	\$1,032,533	% Change	12.81%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	3,888	0	0	4.00%	93.40%	6200
	DIRECTOR - HUMAN RESOURCES	H008	85,616	102,739	125,341	130	0	260	04/01/2010	1914	101,083	0	0	0	0	GODWIN, CHARLES G.	
	ASSISTANT HUMAN RESOURCES DIRE	A025	67,212	83,511	97,458	173		1.000	06/21/2010	06/21/2010	78,000	3,120	0	0	4.00%	93.40%	6300
	ASSISTANT DIRECTOR - HUMAN RESO	A025	70,436	84,523	103,119	126	0	260	06/21/2010	1833	81,120	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	2,302	0	0	13.71%	93.35%	6400
	HR AND PAYROLL SUPERVISOR	P038	57,948	69,538	84,836	122	0	260	02/16/2007	3054	65,447	0	5,591	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	1,755	0	0	6.43%	90.20%	6500
	BENEFITS ADMINISTRATOR	B001	41,183	49,419	60,291	115	0	260	10/30/2006	3163	46,702	0	1,067	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	1,817	0	0	4.00%	93.35%	6501
	BENEFITS ADMINISTRATOR	B001	41,183	49,419	60,291	115	0	260	05/16/2007	2965	47,232	0	0	0	0	MCFARLANE, CHRISTI	
	Human Resources Assistant	H007	32,958	37,817	43,396	048	7	1.000	10/02/2000	07/01/2002	41,928	1,677	0	0	4.00%	110.87%	6901
	HUMAN RESOURCES ASSISTANT	H007	33,881	40,657	49,602	111	0	260	07/01/2002	4745	43,605	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	1,462	0	0	4.00%	96.62%	6902
	HUMAN RESOURCES ASSISTANT	H007	33,881	40,657	49,602	111	0	260	12/31/2007	2736	38,001	0	0	0	0	PETTIS, MELISSA F.	

Summary for

Current Payroll	\$400,511	# Positions	7
Flat 4% Adjustment	\$16,020	# 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	\$6,658	# 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	 \$22,679		
Proposed Payroll	\$423,189	% Change	5.66%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	2,080	0	0	4.00%	82.88%	40308
HUMAN RESOURCES ANALYST	H010		45,404	54,485	66,471	117	0	260	01/05/2015	0	54,080	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	1,449	0	0	4.00%	90.20%	6800
Payroll Assistant	P037		35,575	42,690	52,082	112	0	260	01/05/2015	0	37,669	0	0	0	0		HARDISON, FREDIA

Summary for

Current Payroll	\$88,220	# Positions	2
Flat 4% Adjustment	\$3,529	# 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	\$3,529		
Proposed Payroll	\$91,749	% Change	4.00%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$19,549	# 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	\$6,658	# 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	 \$26,207		
Proposed Payroll	\$514,938	% Change	5.36%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

Dep't Name: INFORMATION TECHNOLOGY Dept Code: 619

Unit Name: Unit Code:

100 % Of Market

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 - INFORMATION TECHNOLO	D008A		73,279	91,049	106,254	202		1.000	04/02/2012	04/02/2012	85,039	3,402	0	0	5.72%	93.40%	7000
DIRECTOR - INFORMATION TECHNOLO	D010		85,616	102,739	125,341	130	0	260	04/02/2012	1182	89,904	0	1,463	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	2,935	0	0	15.00%	104.88%	7100
MIS COORDINATOR	M011		60,845	73,015	89,078	123	0	260	07/01/1990	9128	84,380	0	8,071	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	2,935	0	0	4.00%	104.88%	7101
MIS COORDINATOR	M011		60,845	73,015	89,078	123	0	260	11/05/1999	5714	76,309	0	0	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	2,605	0	0	4.00%	116.71%	7200
GIS COORDINATOR	G003		52,561	63,073	76,949	120	0	260	01/01/2000	5657	67,741	0	0	0	0	LEE II, GERALD B.	
SYSTEMS ANALYST	S027		46,839	55,107	64,310	123	1	1.000	02/19/2008	09/22/2014	50,973	2,039	0	0	4.00%	92.50%	40226
SYSTEMS ANALYST	S027		52,561	63,073	76,949	120	0	260	09/22/2014	0	53,012	0	0	0	0	JARRATT, MATTHEW J.	
GIS APPLICATION SPECIALIST	G002		37,636	43,188	49,559	071	9	1.000	07/21/1997	07/21/1997	49,559	1,982	0	0	4.00%	114.75%	7300
GIS MAPPING TECHNICIAN	G002		39,222	47,066	57,420	114	0	260	07/21/1997	6551	51,542	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	1,788	0	0	4.00%	103.50%	7301
GIS MAPPING TECHNICIAN	G002		39,222	47,066	57,420	114	0	260	08/04/2003	4346	46,488	0	0	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	1,659	0	0	4.00%	93.35%	7500
NETWORK ADMINISTRATOR	S015		39,222	47,066	57,420	114	0	260	10/13/2014	0	43,127	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	1,532	0	0	5.47%	93.35%	7600
NETWORK SPECIALIST	T001		35,575	42,690	52,082	112	0	260	09/28/2006	3195	40,391	0	565	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	1,532	0	0	4.00%	93.35%	7601
NETWORK SPECIALIST	T001		35,575	42,690	52,082	112	0	260	09/22/2008	2470	39,827	0	0	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	1,758	0	0	4.00%	107.12%	7602
NETWORK SPECIALIST	T001		35,575	42,690	52,082	112	0	260	11/19/2001	4969	45,702	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	1,450	0	0	4.00%	93.35%	7400
HELPDESK SUPPORT SPECIALIST	H006		30,731	36,877	44,990	109	0	260	01/06/2014	538	37,703	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	193	0	0	85.56%	50.61%	28200
GIS MAPPING SPECIALIST	P016		29,268	35,121	42,848	108	0	260	10/24/2005	3534	8,973	2,775	1,169	0	0	HALL, BETHANY GWEN	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	\$645,246	# Positions	13
Flat 4% Adjustment	\$25,810	# Positions Adjusted (any type)	13 # Not Adj 0
Adjustment To Minimum	\$2,775	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$11,267	# 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	 \$39,853		
Proposed Payroll	\$685,099	% Change	6.18%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	\$645,246	# Positions	13
Flat 4% Adjustment	\$25,810	# Positions Adjusted (any type)	13 # Not Adj 0
Adjustment To Minimum	\$2,775	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$11,267	# 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	 \$39,853		
Proposed Payroll	\$685,099	% Change	6.18%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 JUDGE		C008	45,334	56,327	65,735	122		0.533	01/02/1990	01/02/1990	64,748	2,101	0	0	3.24%	215.53% 7700	
CITY JUDGE		C008	85,616	102,739	125,341	130	0	260	01/02/1990	9308	66,849	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	2,096	0	0	4.00%	89.23% 7800	
CHIEF CITY COURT CLERK		C005	47,674	57,209	69,795	118	0	260	07/01/2007	2919	54,498	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	1,430	0	0	4.97%	93.35% 7900	
COURT CLERK		C023	33,881	40,657	49,602	111	0	260	07/07/2008	2547	37,538	0	347	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	1,430	0	0	4.00%	93.35% 7901	
COURT CLERK		C023	33,881	40,657	49,602	111	0	260	08/17/2009	2141	37,190	0	0	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	1,430	0	0	6.52%	93.35% 7902	
COURT CLERK		C023	33,881	40,657	49,602	111	0	260	06/18/2007	2932	38,090	0	900	0	0	PARKER, DEBORAH A.	
Administrative Secretary		A006	31,018	35,594	40,845	039	3	1.000	03/05/1990	12/12/2005	34,391	1,376	0	0	4.00%	96.62% 8000	
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	12/12/2005	3485	35,766	0	0	0	0	COLSTON, AMANDA D.	

Summary for

Current Payroll	\$258,821	# Positions	6
Flat 4% Adjustment	\$9,864	# 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	\$1,247	# 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	 \$11,111		
Proposed Payroll	\$269,932	% Change	4.29%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$9,864	# 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	\$1,247	# 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	 \$11,111		
Proposed Payroll	\$269,932	% Change	4.29%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	5,733	0	0	4.00%	116.70% 8100	
CITY ATTORNEY		C006	114,733	137,680	167,969	136	0	260	10/01/2001	5018	149,067	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	3,652	0	0	8.18%	113.91% 8301	
ASSISTANT CITY ATTORNEY		A015	81,539	97,846	119,373	129	0	260	11/05/2001	4983	98,756	0	3,815	0	0	BAKER, KELLEY BLEVI	
ASSISTANT CITY ATTORNEY		A015	78,165	97,120	113,338	186		1.000	05/23/2005	05/23/2005	113,338	4,534	0	0	4.00%	116.70% 8200	
ASSISTANT CITY ATTORNEY		A015	81,539	97,846	119,373	129	0	260	05/23/2005	3688	117,872	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	2,984	0	0	17.51%	93.07% 8300	
ASSISTANT CITY ATTORNEY		A015	81,539	97,846	119,373	129	0	260	08/25/2010	1768	87,647	3,966	6,109	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	4773	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	2,564	0	0	4.00%	102.17% 15100	
SAFETY OFFICER		S002	52,561	63,073	76,949	120	0	260	02/02/2004	4164	66,665	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	2,226	0	0	4.00%	110.87% 15200	
CLAIMS SPECIALIST		L011	41,183	49,419	60,291	115	0	260	07/01/2006	3284	57,877	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	5165	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	1,681	0	0	4.00%	93.35% 8401	
LEGAL ASSISTANT		L010	35,575	42,690	52,082	112	0	260	06/18/2007	2932	43,709	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	1,624	0	0	4.00%	90.19% 8402	
LEGAL ASSISTANT		L010	35,575	42,690	52,082	112	0	260	10/01/2012	1000	42,231	0	0	0	0	SMITH, CATHY I.	

Summary for

Current Payroll	\$780,749	# Positions	10
Flat 4% Adjustment	\$25,416	# Positions Adjusted (any type)	9 # Not Adj 1
Adjustment To Minimum	\$3,966	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$9,924	# 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	\$39,306		
Proposed Payroll	\$820,055	% Change	5.03%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$25,416	# Positions Adjusted (any type)	9 # Not Adj 1
Adjustment To Minimum	\$3,966	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$9,924	# 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	 \$39,306		
Proposed Payroll	\$820,055	% Change	5.03%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	
AIRPORT MANAGER		A008	59,527	73,962	86,314	159		1.000	08/25/1994	08/25/1994	80,040	756	0	0	0.94%	108.22% 100	
AIRPORT MANAGER		A008	55,189	66,226	80,796	121	0	260	08/25/1994	7612	80,796	0	0	0	0	GEHRKE, CHAD L.	
PART-TIME SECRETARY		P026	15,113	35,831	56,550	PT01		0.747	07/15/2014	07/15/2014	15,404	616	0	0	16.71%	57.58% 29400	
ADMINISTRATIVE SUPPORT SPECIALIS		A004	24,079	28,894	35,251	104	0	260	07/15/2014	0	17,979	1,958	0	0	0	HURST, JENNIFER	
PART-TIME OPERATIONS SERVICE PER		P022	15,113	35,831	56,550	PT01		0.133	12/01/2010	12/01/2010	2,366	95	0	0	15.13%	49.52% 29701	
AIRPORT OPERATIONS WORKER		P007	18,627	24,960	30,451	101	0	260	12/01/2010	1670	2,724	23	240	0	0	COPE, EDWARD A.	
PART-TIME OPERATIONS SERVICE PER		P022	15,113	35,831	56,550	PT01		0.667	11/14/2012	11/14/2012	11,830	473	0	0	10.79%	49.52% 29700	
AIRPORT OPERATIONS WORKER		P007	18,627	24,960	30,451	101	0	260	11/14/2012	956	13,106	115	688	0	0	DOUCET, PHILIP JAME	
PART-TIME OPERATIONS SERVICE SPE		P023	15,113	35,831	56,550	PT01		0.433	12/11/2007	12/11/2007	8,112	324	0	0	15.40%	52.24% 29602	
AIRPORT OPERATIONS WORKER		P007	18,627	24,960	30,451	101	0	260	12/11/2007	2756	9,361	0	925	0	0	JONES, TONY E.	
PART-TIME OPERATIONS SERVICE SPE		P023	15,113	35,831	56,550	PT01		0.480	10/30/2006	10/30/2006	8,986	359	0	0	17.75%	52.24% 29601	
AIRPORT OPERATIONS WORKER		P007	18,627	24,960	30,451	101	0	260	10/30/2006	3163	10,580	0	1,235	0	0	LUSCINSKI, LARRY	
PART-TIME OPERATIONS SERVICE SPE		P023	15,113	35,831	56,550	PT01		0.727	08/27/2008	08/27/2008	13,603	544	0	0	13.90%	52.24% 29600	
AIRPORT OPERATIONS WORKER		P007	18,627	24,960	30,451	101	0	260	08/27/2008	2496	15,494	0	1,347	0	0	PIERSON, STEVEN BR	
PART-TIME AIRPORT OPERATIONS		P007	15,113	35,831	56,550	PT01		0.747	09/24/2004	09/24/2004	15,404	616	0	0	10.85%	57.58% 29500	
AIRPORT OPERATIONS WORKER		P007	18,627	24,960	30,451	101	0	260	09/24/2004	3929	17,076	0	1,055	0	0	SCOLES, KENT COPEL	
PART-TIME AIRPORT OPERATIONS		P007	15,113	35,831	56,550	PT01		0.333	08/08/2014	08/08/2014	5,915	237	0	0	4.97%	49.52% 40242	
AIRPORT OPERATIONS WORKER		P007	18,627	24,960	30,451	101	0	260	08/08/2014	0	6,209	57	0	0	0	SWICK, SHELBY	

Summary for

Current Payroll	\$161,661	# Positions	9
Flat 4% Adjustment	\$4,021	# Positions Adjusted (any type)	9 # Not Adj 0
Adjustment To Minimum	\$2,153	# Adjusted To Minimum	4
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$5,491	# 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	\$11,665		
Proposed Payroll	\$173,326	% Change	7.22%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$4,021	# Positions Adjusted (any type)	9 # Not Adj 0
Adjustment To Minimum	\$2,153	# Adjusted To Minimum	4
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$5,491	# 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	 \$11,665		
Proposed Payroll	\$173,326	% Change	7.22%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	791	0	0	24.62%	81.20%	40047	
ASSISTANT PROGRAM COORDINATOR	A029		33,881	40,657	49,602	111	0	260	12/17/2010	1654	24,654	2,464	1,615	0	0	GARRETT, BRITTANY N	
Assist Program Coordinator/Youth Develop	A011		15,113	35,831	56,550	PT01	0.733	04/24/2013	12/17/2014	21,336	853	0	0	16.45%	81.20%	40086	
ASSISTANT PROGRAM COORDINATOR	A029		33,881	40,657	49,602	111	0	260	12/17/2014	0	24,846	2,657	0	0	0	REED, JASON A.	
Assistant Aquatic Coordinator	A012		15,113	35,831	56,550	PT01	0.667	07/01/2015	07/01/2015	19,396	776	0	0	16.45%	81.20%	40022	
ASSISTANT PROGRAM COORDINATOR	A029		33,881	40,657	49,602	111	0	260	07/01/2015	0	22,587	2,415	0	0	0	VACANT, VACANT	
Cultural Arts Assist Program Coordinator	C016		15,113	35,831	56,550	PT01	0.687	07/01/2015	07/01/2015	19,978	799	0	0	16.45%	81.20%	40165	
ASSISTANT PROGRAM COORDINATOR	A029		33,881	40,657	49,602	111	0	260	07/01/2015	0	23,265	2,488	0	0	0	VACANT, VACANT	
Cultural Arts Program Specialist	C017		15,113	35,831	56,550	PT01	0.520	10/29/2013	10/29/2013	10,495	420	0	0	63.99%	56.33%	40081	
CULTURAL ARTS PROGRAM SPECIALIS	C017		32,268	38,721	47,240	110	0	260	10/29/2013	607	17,211	5,864	432	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	654	0	0	49.54%	65.85%	40118	
Theatre Manager	T003		30,731	36,877	44,990	109	0	260	11/30/2005	3497	24,464	4,293	3,157	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	394	0	0	66.78%	52.05%	40089	
SHOP MANAGER	S012		29,268	35,121	42,848	108	0	260	12/21/2012	919	16,420	5,565	615	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	224	0	0	63.64%	52.05%	40139	
SHOP MANAGER	S012		29,268	35,121	42,848	108	0	260	03/27/2014	458	9,150	3,160	174	0	0	STOLZE, SAMANTHA R.	
Office Assistant	O001		15,113	35,831	56,550	PT01	0.247	03/02/2011	02/20/2013	4,618	185	0	0	33.30%	52.24%	40008	
ADMINISTRATIVE SUPPORT SPECIALIS	A004		24,079	28,894	35,251	104	0	260	02/20/2013	858	6,155	1,137	216	0	0	DAVIS, JERMONDE	
Office Assistant	O001		15,113	35,831	56,550	PT01	0.527	05/08/2008	05/08/2008	9,859	394	0	0	42.83%	52.24%	40108	
ADMINISTRATIVE SUPPORT SPECIALIS	A004		24,079	28,894	35,251	104	0	260	05/08/2008	2607	14,082	2,428	1,401	0	0	PERDZOCK, MARY RO	
Office Assistant	O001		15,113	35,831	56,550	PT01	0.773	10/13/2014	10/13/2014	14,477	579	0	0	28.62%	52.25%	40095	
ADMINISTRATIVE SUPPORT SPECIALIS	A004		24,079	28,894	35,251	104	0	260	10/13/2014	0	18,621	3,565	0	0	0	SLOAN, RACHEL	
Receptionist	R001		15,113	35,831	56,550	PT01	0.540	09/18/2009	09/18/2009	8,793	352	0	0	61.10%	45.44%	40157	
ADMINISTRATIVE SUPPORT SPECIALIS	A004		24,079	28,894	35,251	104	0	260	09/18/2009	2109	14,164	3,858	1,162	0	0	WALLACE, BARBARA	
Office Assistant	O001		15,113	35,831	56,550	PT01	0.260	04/05/2005	04/05/2005	4,867	195	0	0	48.99%	52.24%	40219	
ADMINISTRATIVE SUPPORT SPECIALIS	A004		24,079	28,894	35,251	104	0	260	04/05/2005	3736	7,252	1,199	991	0	0	WALLACE, KATHERINE	
Outdoor Program Coordinator	O006		15,113	35,831	56,550	PT01	0.587	10/20/2009	10/20/2009	17,068	683	0	0	4.00%	81.20%	40074	
Outdoor Program Coordinator	O006		24,079	28,894	35,251	104	0	260	10/20/2009	2077	17,751	0	0	0	0	JORDAN, NICHOLE HID	
CUSTODIAN	C018		21,507	24,679	28,320	001	0.573	05/17/2013	05/17/2013	10,453	418	0	0	29.89%	73.88%	40038	
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	05/17/2013	772	13,578	2,276	430	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	389	0	0	25.78%	50.88%	40248	
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	09/04/2014	0	12,230	2,117	0	0	0	JOHNSON, EARNEST	
CUSTODIAN	C018		21,507	24,679	28,320	001	0.513	09/03/2013	09/03/2013	9,359	374	0	0	29.31%	73.88%	40128	
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	09/03/2013	663	12,102	2,038	331	0	0	SCORZO II, RICHARD E	
CUSTODIAN	C018		21,507	24,679	28,320	001	0.400	07/01/2015	07/01/2015	7,293	292	0	0	25.78%	73.88%	40021	
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	07/01/2015	0	9,173	1,588	0	0	0	VACANT, VACANT	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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		0.493	07/01/2015	07/01/2015	8,995	360	0	0	25.78%	73.88%	40004
CUSTODIAN		C018	22,932	27,518	33,572	103	0	260	07/01/2015	0	11,313	1,959	0	0	0	VACANT, VACANT	
PART-TIME HEAD DANCE INSTRUCTOR		P072	15,113	35,831	56,550	PT01		0.533	12/10/2014	12/10/2014	13,000	520	0	0	4.00%	68.03%	40227
FACILITY ATTENDANT LEAD		H003	22,932	27,518	33,572	103	0	260	12/10/2014	0	13,520	0	0	0	0	COOPER, MADIA	
Head Swim Instructor		H003	15,113	35,831	56,550	PT01		0.640	05/24/2012	03/25/2015	15,600	624	0	0	4.00%	68.03%	40030
FACILITY ATTENDANT LEAD		H003	22,932	27,518	33,572	103	0	260	03/25/2015	0	16,224	0	0	0	0	GILLUM, JORDAN	
Facility Supervisor		F005	15,113	35,831	56,550	PT01		0.200	07/01/2015	07/01/2015	3,452	138	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	997	0	0	0	VACANT, VACANT	
Facility Supervisor		F005	15,113	35,831	56,550	PT01		0.387	07/01/2015	07/01/2015	6,673	267	0	0	32.88%	48.16%	40192
FACILITY ATTENDANT LEAD		H003	22,932	27,518	33,572	103	0	260	07/01/2015	0	8,867	1,927	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	138	0	0	55.18%	48.16%	40220
FACILITY ATTENDANT LEAD		H003	22,932	27,518	33,572	103	0	260	08/23/2004	3961	5,356	997	770	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	237	0	0	19.16%	56.33%	40037
RECREATION PROGRAM SPECIALIST		P059	22,932	27,518	33,572	103	0	260	05/04/2012	1150	7,055	570	328	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	506	0	0	19.35%	56.33%	40085
RECREATION PROGRAM SPECIALIST		P059	22,932	27,518	33,572	103	0	260	03/26/2012	1189	15,095	1,217	724	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	939	0	0	4.00%	81.20%	40079
RECREATION PROGRAM SPECIALIST		P059	22,932	27,518	33,572	103	0	260	01/17/2014	527	24,408	0	0	0	0	MULLICAN, HEATHER N	
Program Specialist		P062	15,113	35,831	56,550	PT01		0.053	02/07/2013	02/07/2013	2,142	0	0	0	0.00%	112.11%	40210
RECREATION PROGRAM SPECIALIST		P059	22,932	27,518	33,572	103	0	260	02/07/2013	871	2,142	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	172	0	0	22.53%	56.33%	40144
RECREATION PROGRAM SPECIALIST		P059	22,932	27,518	33,572	103	0	260	06/04/2010	1850	5,276	414	384	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	614	0	0	17.54%	56.33%	40150
RECREATION PROGRAM SPECIALIST		P059	22,932	27,518	33,572	103	0	260	04/05/2013	814	18,029	1,476	601	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	441	0	0	17.64%	56.33%	40156
RECREATION PROGRAM SPECIALIST		P059	22,932	27,518	33,572	103	0	260	03/15/2013	835	12,980	1,062	444	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	371	0	0	18.15%	56.33%	40048
Theatre Specialist		T004	22,932	27,518	33,572	103	0	260	11/29/2012	941	10,969	893	421	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	431	0	0	26.17%	56.33%	40068
Theatre Specialist		T004	22,932	27,518	33,572	103	0	260	05/09/2008	2606	13,581	1,036	1,351	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	377	0	0	17.08%	56.33%	40134
Theatre Specialist		T004	22,932	27,518	33,572	103	0	260	07/10/2013	718	11,027	906	326	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	257	0	0	37.67%	44.08%	40002
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	08/01/2007	2888	8,843	895	1,268	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	621	0	0	4.00%	81.20%	40222
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	11/06/2014	0	16,138	0	0	0	0	BILES, BONNIE	

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100 % Of Market

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	0.133		05/17/2013	05/17/2013	2,106	84	0	0	23.21%	44.08%	40010
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	05/17/2013	772	2,595	293	111	0	0		BJORK, BENJAMIN PAU
Weight Room Attendant		W004	15,113	35,831	56,550	PT01	0.347		05/30/2012	05/30/2012	5,476	219	0	0	25.61%	44.08%	40017
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	05/30/2012	1124	6,878	763	421	0	0		CAMP, ELIZABETH MAR
Front Desk Attendant		F021	15,113	35,831	56,550	PT01	0.400		02/04/2010	09/19/2014	6,513	261	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	677	0	0	0		CAMP, TINA
Game Room Attendant		G001	15,113	35,831	56,550	PT01	0.493		10/20/2011	10/20/2011	7,792	312	0	0	27.14%	44.08%	40028
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	10/20/2011	1347	9,907	1,085	718	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	243	0	0	20.84%	45.44%	40029
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	10/30/2012	971	7,345	632	391	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	244	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	851	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	215	0	0	14.38%	56.33%	40045
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	03/09/2004	4128	6,156	0	559	0	0		FIELD, RICKEY O'NEAL
Gym Attendant		G011	15,113	35,831	56,550	PT01	0.487		04/15/2013	04/15/2013	7,687	307	0	0	23.43%	44.08%	40055
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	04/15/2013	804	9,488	1,071	423	0	0		HALEY, ROGER D.
Gym Supervisor		G012	15,113	35,831	56,550	PT01	0.400		04/15/2013	04/15/2013	8,073	323	0	0	4.00%	56.33%	40185
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	04/15/2013	804	8,396	0	0	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	303	0	0	22.49%	44.08%	40057
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	08/30/2013	667	9,287	1,056	346	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	152	0	0	20.04%	45.44%	40058
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	02/28/2013	850	4,560	395	214	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	261	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	910	0	0	0		HAND, ASHLEI
Program Assistant		P059	15,113	35,831	56,550	PT01	0.513		03/20/2014	03/20/2014	10,360	414	0	0	4.00%	56.33%	40060
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	03/20/2014	465	10,775	0	0	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	287	0	0	26.78%	45.44%	40062
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	05/18/2010	1867	9,083	745	887	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	236	0	0	34.93%	44.08%	40067
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	09/05/2008	2487	7,957	821	1,003	0	0		HOCKENBERRY, DAVID
Facility Attendant		F001	15,113	35,831	56,550	PT01	0.640		10/02/2014	10/02/2014	10,421	417	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	1,083	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	152	0	0	28.86%	44.08%	40071
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	02/10/2011	1599	4,885	528	414	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	174	0	0	17.44%	45.44%	40072
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	03/27/2014	458	5,099	451	132	0	0		JONES, LOREN J

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100 % Of Market

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	0.773	08/20/2008	08/20/2008	12,592	504	0	0	31.00%	45.44%	40073	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	08/20/2008	2503	16,495	1,309	2,090	0	0	JONES, VIVIAN L.	
Front Desk Attendant	F021		15,113	35,831	56,550	PT01	0.293	02/02/2004	02/02/2004	4,776	191	0	0	42.01%	45.44%	40080	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	02/02/2004	4164	6,783	497	1,319	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	313	0	0	21.72%	45.44%	40083	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	06/19/2012	1104	9,513	813	572	0	0	LEE, REBECCA FAWN	
Program Assistant	P059		15,113	35,831	56,550	PT01	0.507	06/20/2012	06/20/2012	10,226	409	0	0	4.00%	56.33%	40087	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	06/20/2012	1103	10,635	0	0	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	170	0	0	4.05%	52.24%	40197	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	04/30/2013	789	4,415	0	2	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	295	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	1,027	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	417	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	1,083	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	264	0	0	4.00%	56.33%	40091	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	01/13/2014	531	6,857	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	312	0	0	23.03%	44.08%	40092	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	06/12/2013	746	9,587	1,085	397	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	104	0	0	42.98%	45.44%	40105	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	09/09/2003	4310	3,725	271	745	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	830	0	0	4.00%	81.20%	40106	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	10/10/2012	991	21,584	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	274	0	0	28.93%	44.08%	40107	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	01/31/2011	1609	8,825	953	753	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	369	0	0	23.71%	45.44%	40109	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	08/24/2011	1404	11,414	959	859	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	371	0	0	40.97%	44.08%	40115	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	04/06/2006	3370	13,063	1,291	2,135	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	145	0	0	8.48%	56.33%	40120	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	03/16/2007	3026	3,941	0	163	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	337	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	1,173	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	270	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	939	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	217	0	0	23.90%	45.44%	40132	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	07/26/2011	1433	6,725	564	516	0	0	SHAW, EDRICE INDIER	

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

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100 % Of Market

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									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	295	0	0	22.07%	44.08%	40140	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	10/30/2013	606	8,998	1,027	305	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	252	0	0	21.91%	45.44%	40141	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	05/21/2012	1133	7,675	655	473	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	221	0	0	15.05%	48.16%	40145	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	05/17/2012	1137	6,353	217	393	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	244	0	0	21.53%	44.08%	40146	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	01/17/2014	527	7,422	851	220	0	0	TAYLOR, ROBERT JOS	
Front Desk Attendant		F021	15,113	35,831	56,550	PT01	0.420	11/04/2009	11/04/2009	6,839	274	0	0	28.07%	45.44%	40149	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	11/04/2009	2062	8,758	711	935	0	0	TOMLIN, SANDRA MITC	
Recreation Supervisor		R002	15,113	35,831	56,550	PT01	0.613	07/01/2015	07/01/2015	10,585	423	0	0	7.93%	48.16%	40147	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	07/01/2015	0	11,424	416	0	0	0	VACANT, VACANT	
Facility Attendant		F001	15,113	35,831	56,550	PT01	0.380	07/01/2015	07/01/2015	6,187	247	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	643	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	605	0	0	4.00%	59.13%	40224	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	01/01/2015	0	15,718	0	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	82	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	214	0	0	0	VACANT, VACANT	
Facility Attendant		F001	15,113	35,831	56,550	PT01	0.280	07/01/2015	07/01/2015	4,286	171	0	0	21.68%	42.72%	40075	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	07/01/2015	0	5,216	758	0	0	0	VACANT, VACANT	
Pool Manager		P054	15,113	35,831	56,550	PT01	0.513	07/01/2015	07/01/2015	12,513	501	0	0	4.00%	68.03%	40148	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	07/01/2015	0	13,013	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	257	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	895	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	147	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	513	0	0	0	VACANT, VACANT	
Program Assistant		P059	15,113	35,831	56,550	PT01	0.200	04/05/2005	04/05/2005	4,037	161	0	0	12.28%	56.33%	40159	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	04/05/2005	3736	4,532	0	334	0	0	WALLACE, KATHERINE	
Weight Room Attendant		W004	15,113	35,831	56,550	PT01	0.640	03/22/2013	03/22/2013	10,109	404	0	0	23.59%	44.08%	40158	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	03/22/2013	828	12,493	1,408	572	0	0	WALLACE, DORRIS MO	
Facility Attendant		F001	15,113	35,831	56,550	PT01	0.120	08/23/2004	08/23/2004	1,954	78	0	0	40.67%	45.44%	40161	
FACILITY ATTENDANT		F001	18,627	24,960	30,451	101	0	260	08/23/2004	3961	2,748	203	513	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	636	0	0	4.00%	81.20%	40191	
Fitness/Wellness Coordinator		F017	18,627	24,960	30,451	101	0	260	01/20/2006	3446	16,541	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	310	0	0	4.00%	81.19%	40206	
Fitness/Wellness Coordinator		F017	18,627	24,960	30,451	101	0	260	11/06/2014	0	8,068	0	0	0	0	MCDANIEL, VICTORIA	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	0.533	12/17/2014	12/17/2014	8,944	358	0	0	11.07%	46.80%	40005	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	12/17/2014	0	9,934	633	0	0	0	BARBER, KATHERINE	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.360	05/17/2012	05/17/2012	6,037	241	0	0	18.39%	46.80%	40003	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/17/2012	1137	7,148	427	442	0	0	BARRETT, CASSIDY NI	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.400	04/30/2013	04/30/2013	6,708	268	0	0	16.15%	46.80%	40006	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	04/30/2013	789	7,792	474	341	0	0	BETTS, SAMUEL PARK	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.493	05/10/2012	05/10/2012	8,273	331	0	0	18.44%	46.80%	40015	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/10/2012	1144	9,799	585	609	0	0	BURROWS, DEVIN CHA	
Opening Lifeguard	O003		15,113	35,831	56,550	PT01	0.167	05/10/2012	05/10/2012	3,120	125	0	0	6.10%	52.24%	40172	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/10/2012	1144	3,310	0	66	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	389	0	0	4.00%	50.88%	40196	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	12/18/2014	0	10,113	0	0	0	0	BURROWS, MORGAN	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.407	06/16/2010	06/16/2010	6,820	273	0	0	22.91%	46.80%	40016	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	06/16/2010	1838	8,382	482	807	0	0	BURROWS, MORGAN S	
Opening Lifeguard	O003		15,113	35,831	56,550	PT01	0.127	05/10/2011	05/10/2011	2,371	95	0	0	8.21%	52.24%	40177	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/10/2011	1510	2,566	0	100	0	0	CARPENTER, SPENCE	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.187	05/08/2012	05/08/2012	3,130	125	0	0	18.45%	46.80%	40024	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/08/2012	1146	3,708	221	231	0	0	CARPENTER, TYLER MI	
Opening Lifeguard	O003		15,113	35,831	56,550	PT01	0.347	05/08/2012	05/08/2012	6,490	260	0	0	6.11%	52.24%	40178	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/08/2012	1146	6,886	0	137	0	0	CARPENTER, TYLER MI	
Head Lifeguard	H002		15,113	35,831	56,550	PT01	0.507	05/10/2011	05/10/2011	9,238	370	0	0	11.11%	50.88%	40023	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/10/2011	1510	10,264	0	656	0	0	CARPENTER, SPENCE	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.287	05/30/2012	05/30/2012	4,807	192	0	0	18.31%	46.80%	40026	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/30/2012	1124	5,688	340	348	0	0	CARTER, THOMAS DAV	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.533	02/06/2015	02/06/2015	8,944	358	0	0	11.07%	46.80%	40041	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	02/06/2015	0	9,934	633	0	0	0	GRAVITT, DAVID	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.480	05/15/2014	05/15/2014	8,050	322	0	0	13.71%	46.80%	40234	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/15/2014	409	9,153	569	212	0	0	GREENE, ALEXIS	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.360	05/17/2011	05/17/2011	6,037	241	0	0	20.75%	46.80%	40054	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/17/2011	1503	7,290	427	584	0	0	HAITHCOTE, ALLISON	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.807	05/19/2014	05/19/2014	13,528	541	0	0	13.68%	46.80%	40152	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/19/2014	405	15,378	957	353	0	0	HALE, SUSANNAH	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.433	04/30/2013	04/30/2013	7,267	291	0	0	16.15%	46.80%	40056	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	04/30/2013	789	8,441	514	369	0	0	HALL, CHRISTOPHER B	
Opening Lifeguard	O003		15,113	35,831	56,550	PT01	0.393	05/18/2011	05/18/2011	7,363	295	0	0	8.17%	52.24%	40186	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/18/2011	1502	7,965	0	307	0	0	HOBBY, BRICE LOGAN	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	0.233	05/18/2011	05/18/2011	3,913	157	0	0	20.74%	46.80%	40066	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/18/2011	1502	4,725	277	378	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	125	0	0	8.21%	52.24%	40188	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/10/2011	1510	3,376	0	131	0	0	HONEYCUTT, KENNET	
Head Lifeguard	H002		15,113	35,831	56,550	PT01	0.460	05/10/2011	05/10/2011	8,387	335	0	0	11.11%	50.88%	40189	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/10/2011	1510	9,318	0	596	0	0	HONEYCUTT, KENNET	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.560	06/04/2014	06/04/2014	9,391	376	0	0	13.58%	46.80%	40042	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	06/04/2014	389	10,666	664	235	0	0	HUFSTEDLER, CHAD	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.533	12/17/2014	12/17/2014	8,944	358	0	0	11.07%	46.80%	40237	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	12/17/2014	0	9,934	633	0	0	0	HUGHES, EVAN	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.560	04/30/2013	04/30/2013	9,391	376	0	0	16.15%	46.80%	40088	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	04/30/2013	789	10,908	664	477	0	0	MANIS, JESSICA PEYT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.713	05/27/2014	05/27/2014	11,963	479	0	0	13.63%	46.80%	40053	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/27/2014	397	13,593	846	306	0	0	MASSARO, HENRY	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.413	04/30/2013	04/30/2013	6,932	277	0	0	16.15%	46.80%	40094	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	04/30/2013	789	8,051	490	352	0	0	MCKINSTRY, THOMAS	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.507	05/17/2012	05/17/2012	8,497	340	0	0	18.39%	46.80%	40097	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/17/2012	1137	10,060	601	622	0	0	MILLER, VIRGINIA M.	
Opening Lifeguard	O003		15,113	35,831	56,550	PT01	0.167	05/17/2012	05/17/2012	3,120	125	0	0	6.06%	52.24%	40203	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/17/2012	1137	3,309	0	64	0	0	MILLER, VIRGINIA M.	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.320	05/09/2013	05/09/2013	5,366	215	0	0	16.10%	46.80%	40096	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/09/2013	780	6,230	380	270	0	0	MILLER, OLIVIA MADIC	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.727	05/15/2013	05/15/2013	12,186	487	0	0	16.06%	46.80%	40113	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/15/2013	774	14,143	862	607	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	205	0	0	4.00%	52.24%	40208	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/15/2013	774	5,321	0	0	0	0	PEWITT, DILLON SCOT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.253	05/15/2013	05/15/2013	4,248	170	0	0	16.06%	46.80%	40127	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/15/2013	774	4,931	300	212	0	0	SAUPE, JOHN SANFOR	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.560	05/15/2014	05/15/2014	9,391	376	0	0	13.71%	46.80%	40100	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/15/2014	409	10,678	664	247	0	0	SCOLLON, ANNA	
Opening Lifeguard	O003		15,113	35,831	56,550	PT01	0.273	05/27/2011	05/27/2011	5,117	205	0	0	8.11%	52.24%	40216	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/27/2011	1493	5,532	0	211	0	0	SNYDER, WILLIAM JAM	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.593	05/27/2011	05/27/2011	9,950	398	0	0	20.69%	46.80%	40136	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/27/2011	1493	12,009	704	957	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	170	0	0	6.06%	52.24%	40217	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	05/17/2012	1137	4,500	0	87	0	0	STAMPLEY, MADDOX G	

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Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	0.393		05/17/2012	05/17/2012	6,596	264	0	0	18.39%	46.80%	40137
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/17/2012	1137	7,809	467	483	0	0	STAMPLEY, MADDOX G	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.400		05/10/2012	05/10/2012	6,708	268	0	0	18.44%	46.80%	40138
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/10/2012	1144	7,945	474	494	0	0	STOLZE, JACOB RYAN	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.533		12/18/2014	12/18/2014	8,944	358	0	0	11.07%	46.80%	40167
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	12/18/2014	0	9,934	633	0	0	0	UMBERGER, JACOB	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.360		07/01/2015	07/01/2015	6,037	241	0	0	11.07%	46.80%	40059
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	07/01/2015	0	6,706	427	0	0	0	VACANT, VACANT	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.253		07/01/2015	07/01/2015	4,248	170	0	0	11.07%	46.80%	40126
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	07/01/2015	0	4,719	300	0	0	0	VACANT, VACANT	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.600		07/01/2015	07/01/2015	9,770	391	0	0	14.40%	45.44%	40078
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	07/01/2015	0	11,176	1,016	0	0	0	VACANT, VACANT	
Opening Lifeguard		O003	15,113	35,831	56,550	PT01	0.553		01/31/2015	01/31/2015	10,358	414	0	0	4.00%	52.24%	40183
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	01/31/2015	0	10,773	0	0	0	0	VACANT, VACANT	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.207		07/01/2015	07/01/2015	3,466	139	0	0	11.07%	46.80%	40116
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	07/01/2015	0	3,850	245	0	0	0	VACANT, VACANT	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.780		07/01/2015	07/01/2015	13,081	523	0	0	11.07%	46.80%	40233
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	07/01/2015	0	14,529	925	0	0	0	VACANT, VACANT	
Opening Lifeguard		O003	15,113	35,831	56,550	PT01	0.393		07/01/2015	07/01/2015	7,363	295	0	0	4.00%	52.24%	40171
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	07/01/2015	0	7,658	0	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	334	0	0	4.00%	52.24%	40218
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	01/31/2015	0	8,696	0	0	0	0	VACANT, VACANT	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.433		01/31/2015	01/31/2015	7,267	291	0	0	11.07%	46.80%	40020
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	01/31/2015	0	8,072	514	0	0	0	VACANT, VACANT	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.467		01/31/2015	01/31/2015	7,826	313	0	0	11.07%	46.80%	40102
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	01/31/2015	0	8,693	553	0	0	0	VACANT, VACANT	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.453		01/31/2015	01/31/2015	7,602	304	0	0	11.07%	46.80%	40123
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	01/31/2015	0	8,444	538	0	0	0	VACANT, VACANT	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.447		07/01/2015	07/01/2015	7,491	300	0	0	11.07%	46.80%	40011
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	07/01/2015	0	8,320	530	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	280	0	0	4.00%	52.24%	40184
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	06/01/2015	0	7,268	0	0	0	0	VACANT, VACANT	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.193		07/01/2015	07/01/2015	3,242	130	0	0	11.07%	46.80%	40061
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	07/01/2015	0	3,601	229	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	180	0	0	4.00%	52.24%	40169
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	07/01/2015	0	4,673	0	0	0	0	VACANT, VACANT	

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Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	0.620	01/31/2015	01/31/2015	10,397	416	0	0	11.07%	46.80%	40235	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	01/31/2015	0	11,549	735	0	0	0	VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.520	01/31/2015	01/31/2015	8,720	349	0	0	11.07%	46.80%	40076	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	01/31/2015	0	9,686	617	0	0	0	VACANT, VACANT	
Head Lifeguard	H002		15,113	35,831	56,550	PT01	0.447	07/01/2015	07/01/2015	7,491	300	0	0	11.07%	46.80%	40209	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	8,320	530	0	0	0	VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.273	01/31/2015	01/31/2015	4,584	183	0	0	11.07%	46.80%	40117	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	01/31/2015	0	5,091	324	0	0	0	VACANT, VACANT	
Opening Lifeguard	O003		15,113	35,831	56,550	PT01	0.173	07/01/2015	07/01/2015	3,245	130	0	0	4.00%	52.24%	40176	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	3,375	0	0	0	0	VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.387	01/31/2015	01/31/2015	6,484	259	0	0	11.07%	46.80%	40032	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	01/31/2015	0	7,202	459	0	0	0	VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.327	07/01/2015	07/01/2015	5,478	219	0	0	11.07%	46.80%	40013	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	6,085	387	0	0	0	VACANT, VACANT	
Head Lifeguard	H002		15,113	35,831	56,550	PT01	0.493	07/01/2015	07/01/2015	8,995	360	0	0	4.00%	50.88%	40213	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	9,354	0	0	0	0	VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.413	07/01/2015	07/01/2015	6,932	277	0	0	11.07%	46.80%	40050	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	7,699	490	0	0	0	VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.253	01/31/2015	01/31/2015	4,248	170	0	0	11.07%	46.80%	40124	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	01/31/2015	0	4,719	300	0	0	0	VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.120	07/01/2015	07/01/2015	2,012	80	0	0	11.07%	46.80%	40175	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	2,235	142	0	0	0	VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.167	07/01/2015	07/01/2015	2,795	112	0	0	11.07%	46.80%	40077	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	3,104	198	0	0	0	VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.407	07/01/2015	07/01/2015	6,820	273	0	0	11.07%	46.80%	40125	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	7,575	482	0	0	0	VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.447	01/31/2015	01/31/2015	7,491	300	0	0	11.07%	46.80%	40142	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	01/31/2015	0	8,320	530	0	0	0	VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.340	01/31/2015	01/31/2015	5,702	228	0	0	11.07%	46.80%	40143	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	01/31/2015	0	6,333	403	0	0	0	VACANT, VACANT	
Head Lifeguard	H002		15,113	35,831	56,550	PT01	0.333	07/01/2015	07/01/2015	6,078	243	0	0	4.00%	50.88%	40174	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	6,321	0	0	0	0	VACANT, VACANT	
Head Lifeguard	H002		15,113	35,831	56,550	PT01	0.533	07/01/2015	07/01/2015	9,724	389	0	0	4.00%	50.88%	40052	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	07/01/2015	0	10,113	0	0	0	0	VACANT, VACANT	
Lifeguard	L012		15,113	35,831	56,550	PT01	0.567	01/31/2015	01/31/2015	9,503	380	0	0	11.07%	46.80%	40043	
LIFEGUARD	L012		18,627	24,960	30,451	101	0	260	01/31/2015	0	10,555	672	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:

100 % Of Market

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	0.353		05/17/2012	05/17/2012	5,925	237	0	0	18.39%	46.80%	40155
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/17/2012	1137	7,015	419	434	0	0	WALDECKER, SETH D.	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.620		05/15/2014	05/15/2014	10,397	416	0	0	13.71%	46.80%	40236
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	05/15/2014	409	11,822	735	274	0	0	WEHRLY, LEAH	
Lifeguard		L012	15,113	35,831	56,550	PT01	0.253		04/30/2013	04/30/2013	4,248	170	0	0	16.15%	46.80%	40166
LIFEGUARD		L012	18,627	24,960	30,451	101	0	260	04/30/2013	789	4,935	300	216	0	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	364	0	0	56.25%	49.52%	40009
PROGRAM SPECIALIST		P062	18,627	24,960	30,451	101	0	260	06/01/1992	8427	14,233	88	4,671	0	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	350	0	0	8.07%	49.52%	40025
PROGRAM SPECIALIST		P062	18,627	24,960	30,451	101	0	260	02/04/2014	509	9,460	85	271	0	0	CARTER, DEMITRI VAS	
Special Program Instructor - Project GO!		S018	15,113	35,831	56,550	PT01	0.460		02/04/2014	02/04/2014	8,163	327	0	0	8.07%	49.52%	40111
PROGRAM SPECIALIST		P062	18,627	24,960	30,451	101	0	260	02/04/2014	509	8,821	79	253	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	350	0	0	11.00%	49.52%	40135
PROGRAM SPECIALIST		P062	18,627	24,960	30,451	101	0	260	10/10/2012	991	9,717	85	528	0	0	SMITH, LEEARTROUS	
Special Program Instructor		S017	15,113	35,831	56,550	PT01	0.220		07/01/2015	07/01/2015	3,904	156	0	0	4.97%	49.52%	40182
PROGRAM SPECIALIST		P062	18,627	24,960	30,451	101	0	260	07/01/2015	0	4,098	38	0	0	0	VACANT, VACANT	
Special Program Instructor		S017	15,113	35,831	56,550	PT01	0.493		07/01/2015	07/01/2015	8,754	350	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	85	0	0	0	VACANT, VACANT	
Special Program Instructor		S017	15,113	35,831	56,550	PT01	0.413		07/01/2015	07/01/2015	7,335	293	0	0	4.97%	49.52%	40198
PROGRAM SPECIALIST		P062	18,627	24,960	30,451	101	0	260	07/01/2015	0	7,699	71	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	870	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	110	0	0	4.00%	57.69%	40173
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	05/10/2012	1144	2,866	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	190	0	0	31.40%	44.08%	40018
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	02/04/2010	1970	6,226	660	638	0	0	CAMP, TINA MARZETTE	
Water Exercise Instructor		W001	15,113	35,831	56,550	PT01	0.053		09/08/2011	02/02/2015	2,142	0	0	0	0.00%	112.11%	40195
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	02/02/2015	0	2,142	0	0	0	0	HILLSMAN, KIMBERLY	
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	1389	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	105	0	0	4.00%	57.69%	40187
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	05/18/2011	1502	2,723	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	879	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	879	5,356	0	0	0	0	MCDANIEL, VICTORIA S	

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Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 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	7362	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	7362	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	3401	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	3401	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	2483	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	1679	10,176	0	0	0	0	SHADRICK, CYNTHIA J	
Swim Instructor		S026	15,113	35,831	56,550	PT01	0.167		01/31/2015	01/31/2015	3,445	138	0	0	4.00%	57.69% 40179	
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	01/31/2015	0	3,583	0	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	93	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	323	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	349	0	0	4.00%	81.20% 40180	
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	01/31/2015	0	9,077	0	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	134	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	237	0	0	0	VACANT, VACANT	
Swim Instructor		S026	15,113	35,831	56,550	PT01	0.113		07/01/2015	07/01/2015	2,343	94	0	0	4.00%	57.69% 40170	
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	07/01/2015	0	2,436	0	0	0	0	VACANT, VACANT	
Swim Instructor		S026	15,113	35,831	56,550	PT01	0.227		07/01/2015	07/01/2015	4,685	187	0	0	4.00%	57.69% 40214	
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	07/01/2015	0	4,873	0	0	0	0	VACANT, VACANT	
Tot Watch Attendant		T005	15,113	35,831	56,550	PT01	0.160		01/14/2014	01/14/2014	2,527	101	0	0	21.55%	44.08% 40153	
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	01/14/2014	530	3,072	352	92	0	0	VAUGHTER, EMMA L.	

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Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	\$1,475,019	# Positions	193
Flat 4% Adjustment	\$56,109	# Positions Adjusted (any type)	181 # Not Adj 12
Adjustment To Minimum	\$125,329	# Adjusted To Minimum	136
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$55,724	# Adjusted Toward Maximum	94
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$237,161		
Proposed Payroll	\$1,712,180	% Change	16.08%

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Proposed Pay Plan Unified

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Unit Name: Unit Code:

100 % Of Market

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	258	0	0	13.62%	56.33%	40310	
FACILITY ATTENDANT LEAD		H003	22,932	27,518	33,572	103	0	260	01/15/2015	0	7,338	622	0	0	0	KEELING, MITCHELL	
Pool Manager		P054	15,113	35,831	56,550	PT01	0.747	01/27/2015	01/27/2015	18,200	728	0	0	4.00%	68.03%	40317	
FACILITY ATTENDANT LEAD		H003	22,932	27,518	33,572	103	0	260	01/27/2015	0	18,928	0	0	0	0	SAFFEL, CODY	
PART-TIME ASSISTANT OPERATIONS C		P070	15,113	35,831	56,550	PT01	0.400	12/08/2014	12/08/2014	11,638	466	0	0	4.00%	81.20%	40314	
RECREATION PROGRAM SPECIALIST		P059	22,932	27,518	33,572	103	0	260	12/08/2014	0	12,103	0	0	0	0	LYONS, PIERRE	
Program Specialist		P062	15,113	35,831	56,550	PT01	0.133	09/18/2009	09/21/2010	2,691	108	0	0	4.00%	56.33%	40322	
PROGRAM SPECIALIST		P062	18,627	24,960	30,451	101	0	260	09/21/2010	1741	2,799	0	0	0	0	CLINE, TAMMY	
Program Specialist		P062	15,113	35,831	56,550	PT01	0.200	03/03/2011	03/03/2011	4,037	161	0	0	4.00%	56.33%	40321	
PROGRAM SPECIALIST		P062	18,627	24,960	30,451	101	0	260	03/03/2011	1578	4,198	0	0	0	0	DAVIS, JERMONDE	
Program Specialist		P062	15,113	35,831	56,550	PT01	0.693	02/09/2015	02/09/2015	13,993	560	0	0	4.00%	56.33%	40316	
PROGRAM SPECIALIST		P062	18,627	24,960	30,451	101	0	260	02/09/2015	0	14,553	0	0	0	0	HATCHER, HEATHER	
Exercise Instructor		E008	15,113	35,831	56,550	PT01	0.080	12/02/2014	12/02/2014	3,214	0	0	0	0.00%	112.11%	40304	
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	12/02/2014	0	3,214	0	0	0	0	BLANKENSHIP, PATRIC	
Exercise Instructor		E008	15,113	35,831	56,550	PT01	0.133	01/15/2015	01/15/2015	5,356	0	0	0	0.00%	112.11%	40305	
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	01/15/2015	0	5,356	0	0	0	0	GRIFFITH, JENNIFER	
Water Exercise Instructor		W001	15,113	35,831	56,550	PT01	0.107	05/18/2011	03/09/2013	4,285	0	0	0	0.00%	112.11%	40323	
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	03/09/2013	841	4,285	0	0	0	0	HOBBY, BRICE	
Water Exercise Instructor		W001	15,113	35,831	56,550	PT01	0.027	04/30/2013	07/30/2013	1,071	0	0	0	0.00%	112.11%	40324	
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	07/30/2013	698	1,071	0	0	0	0	MANIS, JESSICA	
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	
Water Exercise Instructor		W001	15,113	35,831	56,550	PT01	0.027	04/30/2013	08/13/2013	1,071	0	0	0	0.00%	112.11%	40325	
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	08/13/2013	684	1,071	0	0	0	0	MCKINSTRY, THOMAS	
Water Exercise Instructor		W001	15,113	35,831	56,550	PT01	0.053	05/17/2012	07/30/2014	2,142	0	0	0	0.00%	112.11%	40326	
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	07/30/2014	0	2,142	0	0	0	0	MILLER, VIRGINIA	
Water Exercise Instructor		W001	15,113	35,831	56,550	PT01	0.053	05/17/2012	07/30/2013	2,142	0	0	0	0.00%	112.11%	40327	
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	07/30/2013	698	2,142	0	0	0	0	STAMPLEY, MADDOX	
Exercise Instructor		E008	15,113	35,831	56,550	PT01	0.160	04/09/2015	04/09/2015	6,427	0	0	0	0.00%	112.11%	40319	
RECREATION SERVICES ASSISTANT		P039	18,627	24,960	30,451	101	0	260	04/09/2015	0	6,427	0	0	0	0	STEVENSON, THOMAS	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	\$87,010	# Positions	15
Flat 4% Adjustment	\$2,281	# Positions Adjusted (any type)	6 # Not Adj 9
Adjustment To Minimum	\$622	# 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	 \$2,902		
Proposed Payroll	\$89,912	% Change	3.34%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	\$1,562,030	# Positions	208
Flat 4% Adjustment	\$58,389	# Positions Adjusted (any type)	187 # Not Adj 21
Adjustment To Minimum	\$125,950	# Adjusted To Minimum	137
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$55,724	# Adjusted Toward Maximum	94
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$240,063		
Proposed Payroll	\$1,802,093	% Change	15.37%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 - PLANNING		D008D	73,654	91,514	106,797	203		1.000	01/31/2015	01/31/2015	73,654	2,946	0	0	10.71%	80.48%	9900
DIRECTOR - PLANNING		D011	81,539	97,846	119,373	129	0	260	01/31/2015	0	81,539	4,939	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	2,684	0	0	4.00%	103.12%	10000
PRINCIPAL PLANNER		P058	52,561	63,073	76,949	120	0	260	08/04/2006	3250	69,776	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	2,516	0	0	4.00%	96.67%	10001
PRINCIPAL PLANNER		P058	52,561	63,073	76,949	120	0	260	10/10/2011	1357	65,409	0	0	0	0		GREEN, MARGARET A
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	5354	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	1,840	0	0	4.00%	80.48%	10101
PLANNER		P041	45,404	54,485	66,471	117	0	260	09/16/2013	650	47,839	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	1,641	0	0	4.00%	107.12%	10301
ADMINISTRATIVE AIDE II		A005	33,881	40,657	49,602	111	0	260	10/09/2000	5375	42,677	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	1,480	0	0	4.00%	96.62%	10300
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	03/23/2006	3384	38,492	0	0	0	0		DAVIS, BRENDA K.

Summary for

Current Payroll		\$394,036	# Positions	7
Flat 4% Adjustment	\$13,228		# Positions Adjusted (any type)	7 # Not Adj 0
Adjustment To Minimum	\$4,939		# 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	\$18,166			
Proposed Payroll		\$412,203	% Change	4.61%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$13,228	# Positions Adjusted (any type)	7 # Not Adj 0
Adjustment To Minimum	\$4,939	# 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	 \$18,166		
Proposed Payroll	\$412,203	% Change	4.61%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 CHIEF		P046	89,331	110,994	129,530	192		1.000	12/01/1976	09/01/2003	117,815	4,713	0	0	4.00%	106.15% 10400	
POLICE CHIEF		P046	94,391	113,269	138,189	132	0	260	09/01/2003	4318	122,528	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	3,721	0	0	4.00%	96.67% 10500	
DEPUTY POLICE CHIEF		D005	77,656	93,187	113,688	128	0	260	10/04/2010	1728	96,743	0	0	0	0	BOWEN, MICHAEL M.	
ASSISTANT POLICE CHIEF		A028	67,061	83,323	97,238	172		1.000	07/01/2015	07/01/2015	89,191	3,568	0	0	4.00%	107.04% 10600	
ASSISTANT POLICE CHIEF		A028	67,082	80,498	98,208	125	0	260	07/01/2015	0	92,759	0	0	0	0	VACANT, VACANT	
POLICE MAJOR		P049	62,367	77,491	90,431	163		1.000	10/03/1978	11/04/2003	83,324	3,333	0	0	4.00%	107.53% 10700	
POLICE MAJOR		P049	63,888	76,665	93,532	124	0	260	11/04/2003	4254	86,657	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	2,895	0	0	4.00%	93.40% 10701	
POLICE MAJOR		P049	63,888	76,665	93,532	124	0	260	08/12/2011	1416	75,272	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	2,996	0	0	4.00%	96.67% 10702	
POLICE MAJOR		P049	63,888	76,665	93,532	124	0	260	08/12/2011	1416	77,906	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	3,333	0	0	4.00%	107.53% 10703	
POLICE MAJOR		P049	63,888	76,665	93,532	124	0	260	12/06/2006	3126	86,657	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	2,564	0	0	4.00%	87.14% 10800	
POLICE CAPTAIN		P045	60,845	73,015	89,078	123	0	260	10/04/2013	632	66,669	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	2,747	0	0	4.00%	93.35% 10801	
POLICE CAPTAIN		P045	60,845	73,015	89,078	123	0	260	08/31/2011	1397	71,418	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	2,747	0	0	4.00%	93.35% 10802	
POLICE CAPTAIN		P045	60,845	73,015	89,078	123	0	260	12/29/2010	1642	71,418	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	1,782	0	0	4.00%	90.20% 11300	
COMMUNICATIONS SHIFT SUPERVISOR		C012	39,222	47,066	57,420	114	0	260	05/22/2012	1132	46,335	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	1,845	0	0	4.00%	93.35% 11301	
COMMUNICATIONS SHIFT SUPERVISOR		C012	39,222	47,066	57,420	114	0	260	06/04/2010	1850	47,957	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	1,782	0	0	4.00%	90.20% 11302	
COMMUNICATIONS SHIFT SUPERVISOR		C012	39,222	47,066	57,420	114	0	260	05/22/2012	1132	46,335	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	1,845	0	0	4.00%	93.35% 11303	
COMMUNICATIONS SHIFT SUPERVISOR		C012	39,222	47,066	57,420	114	0	260	09/10/2007	2848	47,957	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	2,117	0	0	4.00%	107.12% 11304	
COMMUNICATIONS SHIFT SUPERVISOR		C012	39,222	47,066	57,420	114	0	260	07/01/2000	5475	55,031	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	1,782	0	0	4.00%	90.20% 11305	
COMMUNICATIONS SHIFT SUPERVISOR		C012	39,222	47,066	57,420	114	0	260	05/22/2012	1132	46,335	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	1,845	0	0	4.00%	93.35% 11306	
COMMUNICATIONS SHIFT SUPERVISOR		C012	39,222	47,066	57,420	114	0	260	08/15/2008	2508	47,957	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	1,611	0	0	4.00%	90.20% 11600	
CRIME DATA ANALYST		C015	35,575	42,690	52,082	112	0	260	03/11/2013	839	41,880	0	0	0	0	MOON, CATHIA ASHLE	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	1,552	0	0	4.00%	90.19%	11700
ADMINISTRATIVE AIDE II		A005	33,881	40,657	49,602	111	0	260	08/30/2011	1398	40,350	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	1,843	0	0	4.00%	107.12%	11701
ADMINISTRATIVE AIDE II		A005	33,881	40,657	49,602	111	0	260	07/01/2013	727	47,924	0	0	0	0	STANDRIDGE, GLENNA	
DISPATCHER		D019	30,539	35,045	40,214	034	1	1.000	03/07/2011	05/14/2012	31,608	1,264	0	0	7.02%	90.19%	12300
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	05/14/2012	1140	33,826	0	954	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	1,309	0	0	10.45%	93.35%	12301
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	10/01/2007	2827	36,133	0	2,109	0	0	CHAFFIN, JENNIFER R	
DISPATCHER		D019	30,539	35,045	40,214	034	1	1.000	06/15/2012	06/15/2012	31,608	1,264	0	0	6.88%	90.19%	12302
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	06/15/2012	1108	33,783	0	910	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	1,354	0	0	9.60%	96.62%	12305
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	10/17/2005	3541	37,109	0	1,896	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	1,222	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	507	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	1,264	0	0	5.72%	90.19%	12306
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	03/11/2013	839	33,415	0	543	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	1,309	0	0	5.09%	93.35%	12307
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	04/04/2011	1546	34,382	0	358	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	1,222	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	507	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	1,609	0	0	14.75%	114.75%	12309
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	09/14/1987	10149	46,145	0	4,322	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	1,609	0	0	4.00%	114.75%	12318
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	09/07/1998	6138	41,823	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	1,309	0	0	6.50%	93.35%	12319
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	05/03/2010	1882	34,841	0	817	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	1,309	0	0	5.09%	93.35%	12310
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	04/04/2011	1546	34,382	0	358	0	0	MATTHEWS, TIFFANY	
DISPATCHER		D019	30,539	35,045	40,214	034	5	1.000	06/21/2004	06/21/2004	36,271	1,451	0	0	4.13%	103.50%	12311
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	06/21/2004	4024	37,770	0	48	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	1,222	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	507	0	0	0	MILLER, SAMANTHYA	
DISPATCHER		D019	30,539	35,045	40,214	034	9	1.000	04/02/2001	05/31/2010	40,214	1,609	0	0	4.00%	114.75%	12313
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	05/31/2010	1854	41,823	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	1,222	0	0	7.91%	87.14%	12314
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	02/10/2014	503	32,955	507	688	0	0	PAYNE, JORDYN BLAIR	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	1,222	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	507	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	1,264	0	0	8.05%	90.19%	12315
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	09/19/2011	1378	34,152	0	1,280	0	0	ROWLAND, MICHELLE	
DISPATCHER		D019	30,539	35,045	40,214	034	1	1.000	09/19/2011	09/19/2011	31,608	1,264	0	0	8.05%	90.19%	12316
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	09/19/2011	1378	34,152	0	1,280	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	1,309	0	0	7.79%	93.35%	12320
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	06/29/2009	2190	35,262	0	1,238	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	1,309	0	0	9.51%	93.35%	12321
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	05/12/2008	2603	35,827	0	1,803	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	1,309	0	0	8.97%	93.35%	12322
DISPATCHER - POLICE		D019	32,268	38,721	47,240	110	0	260	09/19/2008	2473	35,649	0	1,625	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	1,222	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	507	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	1,222	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	507	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	1,430	0	0	4.00%	93.35%	12100
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	09/05/2006	3218	37,191	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	1,335	0	0	4.00%	87.14%	12101
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	10/14/2013	622	34,718	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	1,532	0	0	4.00%	100.00%	12102
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	07/01/2008	2553	39,840	0	0	0	0	O'BRIEN, LINDA ANN	
Administrative Secretary		A006	31,018	35,594	40,845	039	6	1.000	11/10/1986	07/16/2008	38,129	1,525	0	0	4.00%	107.12%	12200
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	07/16/2008	2538	39,654	0	0	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	1,335	0	0	4.00%	87.14%	12103
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	10/06/2014	0	34,717	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	1,284	0	0	5.91%	90.19%	12201
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	08/11/2008	2512	34,002	0	614	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	1,430	0	0	4.00%	93.35%	12104
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	09/17/2007	2841	37,191	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	1,282	0	0	11.94%	96.62%	12600
POLICE EVIDENCE TECHNICIAN		P047	29,268	35,121	42,848	108	0	260	11/27/2000	5326	35,873	0	2,544	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	1,239	0	0	11.34%	93.35%	12601
POLICE EVIDENCE TECHNICIAN		P047	29,268	35,121	42,848	108	0	260	12/29/2003	4199	34,475	0	2,273	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	1,239	0	0	10.64%	93.35%	12602
POLICE EVIDENCE TECHNICIAN		P047	29,268	35,121	42,848	108	0	260	06/21/2004	4024	34,258	0	2,056	0	0	GALLAGHER, DORIS JE	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	11/23/2009	30,964	1,239	0	0	4.00%	93.35%	12603
	POLICE EVIDENCE TECHNICIAN	P047	29,268	35,121	42,848	108	0	260	11/23/2009	2043	32,202	0	0	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	1,282	0	0	11.67%	96.62%	12604
	POLICE EVIDENCE TECHNICIAN	P047	29,268	35,121	42,848	108	0	260	02/05/2001	5256	35,786	0	2,457	0	0	WALLS, ROBBIE R.	
	Secretary or Secretary/Receptionist	S003	25,840	29,651	34,026	010	1	1.000	01/02/2007	10/01/2014	27,680	1,107	0	0	4.00%	93.35%	12501
	ADMINISTRATIVE SUPPORT SPECIALIS	A004	24,079	28,894	35,251	104	0	260	10/01/2014	0	28,787	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	1,225	0	0	3.60%	114.75%	12500
	ADMINISTRATIVE SUPPORT SPECIALIS	A004	24,079	28,894	35,251	104	0	260	07/26/2000	5450	35,251	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	987	0	0	7.61%	100.00%	12800
	CUSTODIAN	C018	22,932	27,518	33,572	103	0	260	04/11/2005	3730	26,557	0	890	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	1,133	0	0	16.11%	114.75%	12801
	CUSTODIAN	C018	22,932	27,518	33,572	103	0	260	06/15/1987	10240	32,883	0	3,430	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	935	0	0	4.00%	90.19%	12700
	PARKING ENVFORCEMENT AIDE	P001	22,932	27,518	33,572	103	0	260	02/09/2012	1235	24,317	0	0	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	1,111	0	0	4.00%	107.12%	12701
	PARKING ENVFORCEMENT AIDE	P001	22,932	27,518	33,572	103	0	260	03/03/2003	4500	28,881	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	410	0	0	4.00%	63.13%	28705
	INFORMATION DESK CLERK	P018	18,627	24,960	30,451	101	0	260	10/20/2014	0	10,665	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	410	0	0	4.00%	63.13%	28700
	INFORMATION DESK CLERK	P018	18,627	24,960	30,451	101	0	260	06/18/2012	1105	10,665	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	410	0	0	7.07%	63.13%	28701
	INFORMATION DESK CLERK	P018	18,627	24,960	30,451	101	0	260	04/24/2001	5178	10,979	0	314	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	410	0	0	4.00%	63.13%	28702
	INFORMATION DESK CLERK	P018	18,627	24,960	30,451	101	0	260	09/10/2012	1021	10,665	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	410	0	0	4.00%	63.13%	28703
	INFORMATION DESK CLERK	P018	18,627	24,960	30,451	101	0	260	09/06/2005	3582	10,665	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	410	0	0	4.00%	63.13%	28704
	INFORMATION DESK CLERK	P018	18,627	24,960	30,451	101	0	260	02/21/2007	3049	10,665	0	0	0	0	REEVES, ANGELA FAY	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$107,394	# Positions Adjusted (any type)	68 # Not Adj 0
Adjustment To Minimum	\$3,547	# Adjusted To Minimum	7
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$34,807	# Adjusted Toward Maximum	24
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$145,748		
Proposed Payroll	\$2,834,005	% Change	5.42%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$107,394	# Positions Adjusted (any type)	68 # Not Adj 0
Adjustment To Minimum	\$3,547	# Adjusted To Minimum	7
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$34,807	# Adjusted Toward Maximum	24
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$145,748		
Proposed Payroll	\$2,834,005	% Change	5.42%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	4,276	0	0	4.00%	110.40%	12900
DIRECTOR - RECREATION		D015	81,539	97,846	119,373	129	0	260	01/01/2009	2369	111,182	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	2,984	0	0	4.00%	97.66%	13100
ASSISTANT DIRECTOR - RECREATION		A021	67,082	80,498	98,208	125	0	260	07/01/2010	1823	77,572	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	2,182	0	0	7.68%	96.02%	13200
FINANCE/PERSONNEL SUPERVISOR		F007	47,674	57,209	69,795	118	0	260	07/01/2000	5475	58,734	0	2,009	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	2,460	0	0	4.00%	115.57%	13300
SUPERINTENDENT - FACILITY		F004	47,674	57,209	69,795	118	0	260	07/01/2000	5475	63,966	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	2,346	0	0	4.00%	110.23%	13301
SUPERINTENDENT - FACILITY		F004	47,674	57,209	69,795	118	0	260	02/13/2006	3422	61,007	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	2,398	0	0	4.00%	116.70%	13500
Facility Supervisor		F005	45,404	54,485	66,471	117	0	260	07/01/1997	6571	62,338	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	2,166	0	0	4.00%	103.37%	13400
SUPERINTENDENT - ATHLETIC/RECREA		A031	43,242	51,890	63,306	116	0	260	10/04/2010	1728	56,327	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	2,166	0	0	4.00%	103.37%	13401
SUPERINTENDENT - ATHLETIC/RECREA		A031	43,242	51,890	63,306	116	0	260	04/25/2011	1525	56,327	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	1,483	0	0	8.44%	87.14%	13801
PROGRAM COORDINATOR		P060	39,222	47,066	57,420	114	0	260	11/22/2013	583	40,190	676	969	0	0	BUCKINGHAM, RALPH	
PROGRAM COORDINATOR		P060	37,063	42,531	48,804	069	5	1.000	08/01/2003	07/01/2004	44,019	1,761	0	0	4.26%	103.50%	13802
PROGRAM COORDINATOR		P060	39,222	47,066	57,420	114	0	260	07/01/2004	4014	45,893	0	113	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	1,644	0	0	9.31%	96.62%	13804
PROGRAM COORDINATOR		P060	39,222	47,066	57,420	114	0	260	02/06/2006	3429	44,920	0	2,184	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	1,588	0	0	7.28%	93.35%	13806
PROGRAM COORDINATOR		P060	39,222	47,066	57,420	114	0	260	12/07/2009	2029	42,594	0	1,303	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	1,952	0	0	4.45%	114.75%	13807
PROGRAM COORDINATOR		P060	39,222	47,066	57,420	114	0	260	02/16/1996	7072	50,975	0	218	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	1,588	0	0	4.00%	93.35%	13808
PROGRAM COORDINATOR		P060	39,222	47,066	57,420	114	0	260	07/01/2013	727	41,290	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	1,952	0	0	16.94%	114.75%	13809
PROGRAM COORDINATOR		P060	39,222	47,066	57,420	114	0	260	02/01/1986	10739	57,070	0	6,313	0	0	SEWELL, MARLANE R.	
PROGRAM COORDINATOR		P060	37,063	42,531	48,804	069	9	1.000	07/01/2015	07/01/2015	37,063	1,483	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	676	0	0	0	VACANT, VACANT	
PROGRAM COORDINATOR		P060	37,063	42,531	48,804	069	1	1.000	03/19/2015	03/19/2015	37,063	1,483	0	0	5.82%	87.14%	13812
PROGRAM COORDINATOR		P060	39,222	47,066	57,420	114	0	260	03/19/2015	0	39,222	676	0	0	0	WILLIAMS, PAMELA	
OPERATIONS COORDINATOR		O004	41,199	47,277	54,252	092	7	1.000	11/01/1994	02/25/2015	50,644	2,026	0	0	4.00%	107.12%	40221
RECREATION FACILITY COORDINATOR		A009	39,222	47,066	57,420	114	0	260	02/25/2015	0	52,670	0	0	0	0	ARBIT, GARY	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	1,827	0	0	4.00%	96.62%	13600
	RECREATION FACILITY COORDINATOR	A009	39,222	47,066	57,420	114	0	260	05/04/2009	2246	47,505	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	1,483	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	676	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	2,097	0	0	4.00%	110.87%	13601
	RECREATION FACILITY COORDINATOR	A009	39,222	47,066	57,420	114	0	260	07/01/2002	4745	54,514	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	1,952	0	0	4.00%	114.75%	13805
	RECREATION FACILITY COORDINATOR	A009	39,222	47,066	57,420	114	0	260	07/01/1999	5841	50,757	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	1,588	0	0	6.42%	93.35%	13810
	RECREATION FACILITY COORDINATOR	A009	39,222	47,066	57,420	114	0	260	07/01/2010	1823	42,251	0	961	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	2,097	0	0	4.00%	110.87%	13602
	RECREATION FACILITY COORDINATOR	A009	39,222	47,066	57,420	114	0	260	07/01/2002	4745	54,514	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	1,588	0	0	5.02%	93.35%	13811
	RECREATION FACILITY COORDINATOR	A009	39,222	47,066	57,420	114	0	260	05/31/2011	1489	41,696	0	406	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	1,532	0	0	4.00%	93.35%	14100
	NETWORK SPECIALIST	T001	35,575	42,690	52,082	112	0	260	07/01/2010	1823	39,827	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	1,260	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	1,118	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	1,260	0	0	10.70%	87.15%	14401
	ASSISTANT PROGRAM COORDINATOR	A029	33,881	40,657	49,602	111	0	260	08/06/2013	691	34,873	1,118	992	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	1,549	0	0	11.08%	107.12%	14402
	ASSISTANT PROGRAM COORDINATOR	A029	33,881	40,657	49,602	111	0	260	01/26/1998	6362	43,015	0	2,741	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	1,304	0	0	9.02%	90.20%	14403
	ASSISTANT PROGRAM COORDINATOR	A029	33,881	40,657	49,602	111	0	260	04/23/2012	1161	35,548	0	1,638	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	1,350	0	0	7.36%	93.35%	14404
	ASSISTANT PROGRAM COORDINATOR	A029	33,881	40,657	49,602	111	0	260	01/03/2011	1637	36,231	0	1,134	0	0	MURRAY, PRISCILLA L	
	ASSISTANT PROGRAM COORDINATOR	A029	31,503	36,150	41,483	041	5	1.000	05/17/2004	05/17/2004	37,416	1,497	0	0	6.13%	103.50%	14405
	ASSISTANT PROGRAM COORDINATOR	A029	33,881	40,657	49,602	111	0	260	05/17/2004	4059	39,708	0	796	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	1,501	0	0	4.00%	100.00%	14300
	CREW LEADER	C014	33,881	40,657	49,602	111	0	260	10/01/2010	1731	39,023	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	1,553	0	0	4.00%	103.50%	14301
	CREW LEADER	C014	33,881	40,657	49,602	111	0	260	02/20/2004	4146	40,389	0	0	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	1,722	0	0	4.00%	114.75%	14302
	CREW LEADER	C014	33,881	40,657	49,602	111	0	260	03/15/1996	7044	44,780	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	1,553	0	0	4.00%	103.50%	14303
	CREW LEADER	C014	33,881	40,657	49,602	111	0	260	10/31/2003	4258	40,389	0	0	0	0	PHILLIPS, MICHAEL SH	

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100 % Of Market

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	1,722	0	0	4.00%	114.75%	14304
CREW LEADER		C014	33,881	40,657	49,602	111	0	260	07/01/2002	4745	44,780	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	1,442	0	0	4.00%	90.20%	13901
CUSTODIAL SERVICES FOREMAN		F002	32,268	38,721	47,240	110	0	260	01/02/2013	907	37,481	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	1,393	0	0	4.00%	87.14%	13900
CUSTODIAL SERVICES FOREMAN		F002	32,268	38,721	47,240	110	0	260	10/20/2014	0	36,214	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	1,382	0	0	4.00%	90.20%	14200
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	05/04/2012	1150	35,933	0	0	0	0	DONAHUE, MONICA MA	
Administrative Support Specialist		A007	33,383	38,307	43,958	051	6	1.000	11/07/1991	07/01/2002	41,035	1,641	0	0	4.00%	107.12%	14201
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	07/01/2002	4745	42,677	0	0	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	1,586	0	0	4.00%	103.50%	14202
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	260	07/01/2004	4014	41,234	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	1,416	0	0	4.00%	103.50%	14500
LEAD LANDSCAPER/GROUNDSKEEPER		L008	27,874	33,449	40,808	107	0	260	10/01/2013	635	36,820	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	1,192	0	0	4.00%	87.14%	14501
LEAD LANDSCAPER/GROUNDSKEEPER		L008	27,874	33,449	40,808	107	0	260	10/01/2013	635	31,002	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	1,192	0	0	4.00%	87.14%	14502
LEAD LANDSCAPER/GROUNDSKEEPER		L008	27,874	33,449	40,808	107	0	260	10/07/2013	629	31,002	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	1,234	0	0	4.00%	90.19%	14503
LEAD LANDSCAPER/GROUNDSKEEPER		L008	27,874	33,449	40,808	107	0	260	07/01/2013	727	32,087	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	1,277	0	0	4.00%	93.35%	14504
LEAD LANDSCAPER/GROUNDSKEEPER		L008	27,874	33,449	40,808	107	0	260	10/01/2013	635	33,209	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	1,416	0	0	4.00%	103.50%	14505
LEAD LANDSCAPER/GROUNDSKEEPER		L008	27,874	33,449	40,808	107	0	260	10/03/2013	633	36,820	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	07/01/1997	34,026	1,225	0	0	3.60%	114.75%	14700
ADMINISTRATIVE SUPPORT SPECIALIS		A004	24,079	28,894	35,251	104	0	260	07/01/1997	6571	35,251	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	1,228	0	0	4.00%	103.50%	14701
ADMINISTRATIVE SUPPORT SPECIALIS		A004	24,079	28,894	35,251	104	0	260	05/27/2003	4415	31,917	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	05/06/2013	26,744	1,070	0	0	4.00%	90.19%	14703
ADMINISTRATIVE SUPPORT SPECIALIS		A004	24,079	28,894	35,251	104	0	260	05/06/2013	783	27,813	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	1,034	0	0	4.00%	87.15%	14702
ADMINISTRATIVE SUPPORT SPECIALIS		A004	24,079	28,894	35,251	104	0	260	07/01/2015	0	26,873	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	1,028	0	0	4.00%	90.19%	14800
GROUNDSKEEPER/MAINTENANCE WO		G010	24,079	28,894	35,251	104	0	260	04/26/2013	793	26,724	0	0	0	0	ARADINE, CRAIG A.	
GROUNDSKEEPER/MAINTENANCE WO		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 WO		G010	24,079	28,894	35,251	104	0	260	04/03/1995	7391	35,871	0	0	0	0	CLINTON, STEVE HOW	

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100 % Of Market

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		
GROUNDSKEEPER/MAINTENANCE WO	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
GROUNDSKEEPER/MAINTENANCE WO	G010		24,079	28,894	35,251	104	0	260	11/18/2002	4605	35,251	0	0	0	0		HALLIBURTON, RICKY
GROUNDSKEEPER/MAINTENANCE WO	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
GROUNDSKEEPER/MAINTENANCE WO	G010		24,079	28,894	35,251	104	0	260	09/01/2003	4318	35,251	0	0	0	0		HILLIS, RAYMOND G.
GROUNDSKEEPER/MAINTENANCE WO	G010		27,241	31,260	35,871	013	2	1.000	08/20/2009	05/04/2011	29,181	1,167	0	0	4.00%	93.35%	14603
GROUNDSKEEPER/MAINTENANCE WO	G010		24,079	28,894	35,251	104	0	260	05/04/2011	1516	30,348	0	0	0	0		MYERS, ROGER LEE
GROUNDSKEEPER/MAINTENANCE WO	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
GROUNDSKEEPER/MAINTENANCE WO	G010		24,079	28,894	35,251	104	0	260	02/09/1998	6348	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	954	0	0	10.86%	96.62%	14900
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	08/15/2005	3604	26,434	0	1,635	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	860	0	0	6.63%	87.14%	14903
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	12/08/2014	0	22,932	565	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	954	0	0	9.68%	96.62%	14901
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	06/01/2006	3314	26,152	0	1,353	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	954	0	0	9.59%	96.62%	14902
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	06/22/2006	3293	26,132	0	1,333	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	860	0	0	6.63%	87.14%	14906
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	11/24/2014	0	22,932	565	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	954	0	0	10.19%	96.62%	14904
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	01/25/2006	3441	26,276	0	1,477	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	1,133	0	0	10.20%	114.75%	14905
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	03/04/1992	8516	31,207	0	1,755	0	0		ODOM, FRANCES DARL
GROUNDSKEEPER	G009		24,828	28,490	32,694	006	2	1.000	01/04/2007	01/04/2007	26,596	1,064	0	0	4.00%	93.35%	14801
GROUNDSKEEPER	G009		22,932	27,518	33,572	103	0	260	01/04/2007	3097	27,660	0	0	0	0		FISCHER, TODD RICHA
GROUNDSKEEPER	G009		24,828	28,490	32,694	006	9	1.000	09/01/2003	09/01/2003	32,694	878	0	0	2.69%	114.76%	14802
GROUNDSKEEPER	G009		22,932	27,518	33,572	103	0	260	09/01/2003	4318	33,572	0	0	0	0		MANUS, JACK DANIEL
GROUNDSKEEPER	G009		24,828	28,490	32,694	006	9	1.000	12/20/2000	12/20/2000	32,694	878	0	0	2.69%	114.76%	14803
GROUNDSKEEPER	G009		22,932	27,518	33,572	103	0	260	12/20/2000	5303	33,572	0	0	0	0		PHILLIPS JR., ISAAC N.
GROUNDSKEEPER	G009		24,828	28,490	32,694	006	2	1.000	05/16/2011	05/16/2011	26,596	1,064	0	0	4.00%	93.35%	14804
GROUNDSKEEPER	G009		22,932	27,518	33,572	103	0	260	05/16/2011	1504	27,660	0	0	0	0		PRESTON, DUSTIN C.
GROUNDSKEEPER	G009		24,828	28,490	32,694	006	2	1.000	08/15/2006	08/15/2006	26,596	1,064	0	0	4.00%	93.35%	14805
GROUNDSKEEPER	G009		22,932	27,518	33,572	103	0	260	08/15/2006	3239	27,660	0	0	0	0		SANTOS, ANTHONY
GROUNDSKEEPER	G009		24,828	28,490	32,694	006	1	1.000	04/26/2013	04/26/2013	25,696	1,028	0	0	4.00%	90.19%	14806
GROUNDSKEEPER	G009		22,932	27,518	33,572	103	0	260	04/26/2013	793	26,724	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	1,260	0	0	4.00%	87.15%	40229
RECREATION PROGRAM SPECIALIST	P059		22,932	27,518	33,572	103	0	260	01/01/2015	0	32,763	0	0	0	0		VACANT, VACANT

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100 % Of Market

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	\$2,770,942	# Positions	72
Flat 4% Adjustment	\$105,387	# Positions Adjusted (any type)	70 # Not Adj 2
Adjustment To Minimum	\$6,069	# Adjusted To Minimum	8
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$29,330	# Adjusted Toward Maximum	19
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$140,787		
Proposed Payroll	\$2,911,730	% Change	5.08%

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100 % Of Market

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	2,085	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	967	0	0	0		LAMB, WILLIAM

Summary for

Current Payroll	\$52,136	# Positions	1
Flat 4% Adjustment	\$2,085	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$967	# 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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Unit Name: Unit Code:

100 % Of Market

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	\$2,823,078	# Positions	73
Flat 4% Adjustment	\$107,473	# Positions Adjusted (any type)	71 # Not Adj 2
Adjustment To Minimum	\$7,036	# Adjusted To Minimum	9
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$29,330	# Adjusted Toward Maximum	19
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$143,840		
Proposed Payroll	\$2,966,918	% Change	5.10%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 - SENIOR CITIZENS	D008	50,284	62,477	72,911	138		1.000	03/24/2014	03/24/2014	50,284	2,011	0	0	36.01%	80.48%	15400
	DIRECTOR - SENIOR CITIZENS CENTER	D012	67,082	80,498	98,208	125	0	260	03/24/2014	461	68,393	14,787	1,310	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	1,590	0	0	21.34%	107.12%	15800
	PROGRAM COORDINATOR	P060	39,222	47,066	57,420	114	0	260	08/21/2000	5424	48,236	0	6,892	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	1,484	0	0	23.49%	100.00%	15801
	PROGRAM COORDINATOR	P060	39,222	47,066	57,420	114	0	260	08/09/2004	3975	45,828	627	6,606	0	0	FOSTER, LISA S.	
	PART-TIME NURSE ON DUTY	P021	15,113	35,831	56,550	PT01		0.667	07/01/2015	07/01/2015	26,780	1,071	0	0	4.00%	112.11%	30300
	NURSE	P021	35,575	42,690	52,082	112	0	260	07/01/2015	0	27,851	0	0	0	0	VACANT, VACANT	
	Department Coordinator	D001	35,626	40,882	46,912	065	2	1.000	12/01/2006	07/01/2009	38,163	1,527	0	0	4.00%	93.35%	15600
	ADMINISTRATIVE AIDE II	A005	33,881	40,657	49,602	111	0	260	07/01/2009	2188	39,689	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	1,107	0	0	27.18%	93.35%	16000
	ADMINISTRATIVE AIDE I	D001	32,268	38,721	47,240	110	0	260	08/10/2009	2148	35,205	3,480	2,937	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	1,329	0	0	7.62%	93.35%	15900
	ADMINISTRATIVE AIDE I	D001	32,268	38,721	47,240	110	0	260	07/01/2008	2553	35,758	0	1,203	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	1,668	0	0	4.00%	103.50%	15700
	CARE PROGRAM SPECIALIST	C003	32,268	38,721	47,240	110	0	260	06/01/1998	6236	43,365	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	753	0	0	7.66%	78.80%	30500
	ADULT DAY SERVICES PROGRAM COO	P004	29,268	35,121	42,848	108	0	260	12/27/2012	913	20,267	0	690	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	520	0	0	26.22%	54.42%	30800
	ADMINISTRATIVE SUPPORT SPECIALIS	A004	24,079	28,894	35,251	104	0	260	01/21/2014	523	16,408	2,532	356	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	473	0	0	21.97%	57.58%	30900
	CAREGIVER INFORMATION COORDINA	P009	24,079	28,894	35,251	104	0	260	07/30/2012	1063	14,427	1,503	622	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	890	0	0	8.70%	90.19%	16101
	CUSTODIAN	C018	22,932	27,518	33,572	103	0	260	12/06/2011	1300	24,195	0	1,046	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	860	0	0	6.63%	87.14%	16100
	CUSTODIAN	C018	22,932	27,518	33,572	103	0	260	10/14/2014	0	22,932	565	0	0	0	YOUNG, KERRY	
	PART-TIME ADULT DAY SERVICES PUB	P005	15,113	35,831	56,550	PT01		0.667	06/19/2012	06/19/2012	17,030	681	0	0	4.00%	71.29%	30600
	ADULT DAY SERVICES ACTIVITY ASST	P003	18,627	24,960	30,451	101	0	260	06/19/2012	1104	17,711	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	499	0	0	11.08%	52.24%	30700
	ADULT DAY SERVICES ACTIVITY ASST	P003	18,627	24,960	30,451	101	0	260	12/29/2009	2007	13,863	0	884	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	139	0	0	4.00%	72.98%	30100
	BUS/VAN DRIVER	P008	18,627	24,960	30,451	101	0	260	10/31/2011	1336	3,626	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	139	0	0	4.00%	72.98%	30101
	BUS/VAN DRIVER	P008	18,627	24,960	30,451	101	0	260	10/08/2013	628	3,626	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	100	0	0	10.28%	52.24%	30000
	BUS/VAN DRIVER	P008	18,627	24,960	30,451	101	0	260	05/17/2010	1868	2,753	0	157	0	0	PITCHFORD, JAMES AL	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	100	0	0	4.00%	52.24%	30200	
FACILITY ATTENDANT	F001		18,627	24,960	30,451	101	0	260	01/12/2015	0	2,596	0	0	0	0	WOODWARD, DEBORA	

Summary for

Current Payroll	\$423,589	# Positions	19
Flat 4% Adjustment	\$16,944	# Positions Adjusted (any type)	19 # Not Adj 0
Adjustment To Minimum	\$23,494	# Adjusted To Minimum	6
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$22,702	# 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	\$63,140		
Proposed Payroll	\$486,728	% Change	14.91%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$16,944	# Positions Adjusted (any type)	19 # Not Adj 0
Adjustment To Minimum	\$23,494	# Adjusted To Minimum	6
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$22,702	# 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	 \$63,140		
Proposed Payroll	\$486,728	% Change	14.91%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	3,274	0	0	4.00%	98.36%	18400
DIRECTOR - SOLID WASTE		D016	67,082	80,498	98,208	125	0	208	08/06/2001	5074	85,115	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	1,922	0	0	4.00%	91.65%	18500
ASSISTANT DIRECTOR - SOLID WASTE		A022	43,242	51,890	63,306	116	0	208	09/10/2007	2848	49,981	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	1,692	0	0	4.00%	103.50%	18700
ADMINISTRATIVE AIDE I		D001	32,268	38,721	47,240	110	0	208	07/01/2004	4014	44,004	0	0	0	0	TODD, DEBORAH G.	
Administrative Secretary		A006	31,018	35,594	40,845	039		1.067	05/12/2008	11/18/2013	32,104	1,284	0	0	4.00%	90.19%	19100
ADMINISTRATIVE SUPPORT SPECIALIS		A007	30,731	36,877	44,990	109	0	208	11/18/2013	587	33,388	0	0	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	1,386	0	0	4.00%	100.00%	18900
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	01/01/2005	3830	36,043	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	1,386	0	0	4.00%	100.00%	18901
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	01/01/2005	3830	36,043	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	1,435	0	0	4.00%	103.50%	18903
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	09/01/2003	4318	37,304	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	1,039	0	0	2.61%	114.75%	18904
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	04/02/2001	5200	40,808	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	1,386	0	0	4.00%	100.00%	18905
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	04/23/2007	2988	36,043	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	1,386	0	0	4.00%	100.00%	18907
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	01/01/2005	3830	36,043	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	1,039	0	0	2.61%	114.75%	18908
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	06/19/2000	5487	40,808	0	0	0	0	HARRELL, WALTER MI	
DRIVER		D020	30,201	34,656	39,769	031	2	1.067	08/14/2006	11/19/2007	32,352	1,294	0	0	4.00%	93.35%	18909
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	11/19/2007	2778	33,646	0	0	0	0	JOHNSON, JEROME O.	
DRIVER		D020	30,201	34,656	39,769	031	8	1.067	06/17/1988	02/17/1997	39,769	1,039	0	0	2.61%	114.75%	18910
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	02/17/1997	6705	40,808	0	0	0	0	JOHNSON, RAYMOND L	
DRIVER		D020	30,201	34,656	39,769	031	6	1.067	07/10/2000	06/09/2003	37,124	1,485	0	0	4.00%	107.12%	18911
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	06/09/2003	4402	38,609	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	1,039	0	0	2.61%	114.75%	18912
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	02/12/1994	7806	40,808	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	1,294	0	0	4.00%	93.35%	18913
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	07/21/2008	2533	33,646	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	1,039	0	0	2.61%	114.75%	18914
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	04/02/2001	5200	40,808	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	1,386	0	0	4.00%	100.00%	18915
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	01/01/2005	3830	36,043	0	0	0	0	MILLER, TERRANCE LE	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	1,208	0	0	4.00%	87.14% 18916	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	10/07/2013	629	31,409	0	0	0	0	MURPHY, CHRISTOPH	
DRIVER		D020	30,201	34,656	39,769	031	2	1.067	08/14/2006	01/21/2008	32,352	1,294	0	0	4.00%	93.35% 18917	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	01/21/2008	2715	33,646	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	1,435	0	0	4.00%	103.50% 18918	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	09/01/2003	4318	37,304	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	1,386	0	0	4.00%	100.00% 18919	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	01/01/2005	3830	36,043	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	1,039	0	0	2.61%	114.75% 18920	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	05/29/2000	5508	40,808	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	1,339	0	0	4.00%	96.62% 18921	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	06/26/2006	3289	34,824	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	1,435	0	0	4.00%	103.50% 18922	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	07/01/2004	4014	37,304	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	1,386	0	0	4.00%	100.00% 18924	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	01/01/2005	3830	36,043	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	1,039	0	0	2.61%	114.75% 18925	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	10/02/2000	5382	40,808	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	1,386	0	0	4.00%	100.00% 18926	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	01/24/2005	3807	36,043	0	0	0	0	UNDERWOOD III, JAME	
DRIVER		D020	30,201	34,656	39,769	031	1	1.067	01/01/2015	01/01/2015	30,201	1,208	0	0	4.00%	87.14% 40264	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	260	01/01/2015	0	31,409	0	0	0	0	VACANT, VACANT	
DRIVER		D020	30,201	34,656	39,769	031	8	1.067	06/01/2015	06/01/2015	38,424	1,537	0	0	4.00%	110.87% 18902	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	06/01/2015	0	39,961	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	1,039	0	0	2.61%	114.75% 18927	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	02/17/1997	6705	40,808	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	1,039	0	0	2.61%	114.75% 18928	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	10/02/2000	5382	40,808	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	1,294	0	0	4.00%	93.35% 18929	
DRIVER - SOLID WASTE		D020	27,874	33,449	40,808	107	0	208	08/16/2010	1777	33,646	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	3289	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	2919	40,808	0	0	0	0	MOSLEY, JEFFREY G.	
CONVENIENCE CENTER LEAD ATTEND		C013	27,807	31,909	36,616	015	1	1.067	09/02/2011	09/02/2011	28,780	1,151	0	0	4.00%	90.19% 19200	
FACILITY ATTENDANT LEAD		H003	22,932	27,518	33,572	103	0	260	09/02/2011	1395	29,931	0	0	0	0	THOMPSON JR., DONA	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	993	0	0	4.00%	87.15%	19402
LABORER		L003	22,932	27,518	33,572	103	0	208	05/05/2014	419	25,821	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	993	0	0	4.00%	87.15%	19400
LABORER		L003	22,932	27,518	33,572	103	0	208	08/19/2013	678	25,821	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	993	0	0	4.00%	87.15%	19401
LABORER		L003	22,932	27,518	33,572	103	0	208	08/19/2013	678	25,821	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	993	0	0	4.00%	87.15%	19403
LABORER		L003	22,932	27,518	33,572	103	0	208	06/01/2015	0	25,821	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	429	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	759	0	0	0		LEFFLER, MICHAEL

Summary for

Current Payroll	\$1,465,480	# Positions	41
Flat 4% Adjustment	\$51,321	# Positions Adjusted (any type)	41 # Not Adj 0
Adjustment To Minimum	\$759	# 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	 \$52,080	 % Change	 3.55%
Proposed Payroll	\$1,517,560		

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$51,321	# Positions Adjusted (any type)	41 # Not Adj 0
Adjustment To Minimum	\$759	# 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	 \$52,080		
Proposed Payroll	\$1,517,560	% Change	3.55%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 - TRANSPORTATION	D008B	68,754	85,427	99,694	201		1.000	02/01/1985	07/01/2009	99,694	3,988	0	0	4.00%	116.70% 19600	
	DIRECTOR - TRANSPORTATION	D0009	73,958	88,750	108,275	127	0	260	07/01/2009	2188	103,682	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	3,208	0	0	4.00%	103.89% 19700	
	ASSISTANT DIRECTOR - TRANSPORTA	A018	63,888	76,665	93,532	124	0	260	12/14/2009	2022	83,421	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	2,445	0	0	2.97%	116.70% 19800	
	ASSISTANT DIRECTOR - TRAFFIC	A033	57,948	69,538	84,836	122	0	260	11/12/1999	5707	84,836	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	2,310	0	0	4.00%	98.05% 19900	
	TRANSPORTATION OPERATIONS MANA	T009	47,674	57,209	69,795	118	0	260	02/07/2011	1602	60,053	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	1,886	0	0	4.00%	100.00% 20001	
	TRAFFIC SIGNAL TECHNICIAN	T007	41,183	49,419	60,291	115	0	260	10/18/2004	3905	49,049	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	1,761	0	0	4.53%	93.35% 20002	
	TRAFFIC SIGNAL TECHNICIAN	T007	41,183	49,419	60,291	115	0	260	11/26/2007	2771	46,018	0	231	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	1,761	0	0	4.00%	93.35% 20000	
	TRAFFIC SIGNAL TECHNICIAN	T007	41,183	49,419	60,291	115	0	260	01/31/2015	0	45,787	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	1,721	0	0	4.00%	93.35% 20100	
	TRANSPORTATION OPERATIONS SUPE	T010	37,354	44,825	54,686	113	0	260	05/29/2007	2952	44,758	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	1,515	0	0	4.00%	103.50% 20200	
	SIGN TECHNICIAN	S014	29,268	35,121	42,848	108	0	260	07/01/2004	4014	39,381	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	1,463	0	0	4.00%	100.00% 20201	
	SIGN TECHNICIAN	S014	29,268	35,121	42,848	108	0	260	07/01/2006	3284	38,050	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	1,279	0	0	4.00%	93.35% 20300	
	TRANSIT OPERATOR	T008	27,874	33,449	40,808	107	0	260	06/27/2011	1462	33,249	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	802	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	520	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	802	0	0	8.55%	72.98% 28300	
	TRANSIT OPERATOR	T008	27,874	33,449	40,808	107	0	260	04/21/2014	433	21,762	520	392	0	0	CAMPBELL, DANNY LE	
	PART-TIME TRANSIT OPERATOR	P033	15,113	35,831	56,550	PT01		0.767	02/19/2014	02/19/2014	20,048	802	0	0	8.83%	72.98% 28301	
	TRANSIT OPERATOR	T008	27,874	33,449	40,808	107	0	260	02/19/2014	494	21,817	520	447	0	0	COOL, ANN E	
	TRANSIT OPERATOR	T008	29,844	34,247	39,299	027	1	1.067	08/06/2014	08/06/2014	29,844	1,194	0	0	4.00%	87.14% 20302	
	TRANSIT OPERATOR	T008	27,874	33,449	40,808	107	0	260	08/06/2014	0	31,038	0	0	0	0	COY, SCOTT N.	
	PART-TIME TRANSIT OPERATOR	P033	15,113	35,831	56,550	PT01		0.747	12/08/2014	12/08/2014	19,525	781	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	507	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	1,279	0	0	4.00%	93.35% 20301	
	TRANSIT OPERATOR	T008	27,874	33,449	40,808	107	0	260	03/27/2007	3015	33,249	0	0	0	0	HERMAN, REBECCA LY	
	PART-TIME TRANSIT OPERATOR	P033	15,113	35,831	56,550	PT01		0.747	12/08/2014	12/08/2014	19,525	781	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	507	0	0	0	HICKMAN-DUNSETH, M	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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		
TRANSIT OPERATOR	T008		29,844	34,247	39,299	027	1	1.067	05/06/2013	05/06/2013	30,889	1,236	0	0	4.00%	90.19%	20303
TRANSIT OPERATOR	T008		27,874	33,449	40,808	107	0	260	05/06/2013	783	32,124	0	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	1,279	0	0	4.00%	93.35%	20304
TRANSIT OPERATOR	T008		27,874	33,449	40,808	107	0	260	06/27/2008	2557	33,249	0	0	0	0	KASPER, MICHELLE C.	
PART-TIME TRANSIT OPERATOR	P033		15,113	35,831	56,550	PT01		0.767	07/01/2010	07/16/2012	20,048	802	0	0	11.46%	72.98%	28303
TRANSIT OPERATOR	T008		27,874	33,449	40,808	107	0	260	07/16/2012	1077	22,345	520	975	0	0	LESTER, OTIS THEODO	
TRANSIT OPERATOR	T008		29,844	34,247	39,299	027		1.067	08/18/2014	08/18/2014	29,844	1,194	0	0	4.00%	87.14%	20306
TRANSIT OPERATOR	T008		27,874	33,449	40,808	107	0	260	08/18/2014	0	31,038	0	0	0	0	LOZANO JR., JOSEPH	
PART-TIME TRANSIT OPERATOR	P033		15,113	35,831	56,550	PT01		0.747	12/10/2014	12/10/2014	19,525	781	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	507	0	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	1,279	0	0	4.00%	93.35%	20305
TRANSIT OPERATOR	T008		27,874	33,449	40,808	107	0	260	03/27/2007	3015	33,249	0	0	0	0	MURPHREE, DONALD	
PART-TIME TRANSIT OPERATOR	P033		15,113	35,831	56,550	PT01		0.767	07/01/2015	07/01/2015	20,048	802	0	0	6.59%	72.98%	28305
TRANSIT OPERATOR	T008		27,874	33,449	40,808	107	0	260	07/01/2015	0	21,370	520	0	0	0	VACANT, VACANT	
PART-TIME TRANSIT OPERATOR	P033		15,113	35,831	56,550	PT01		0.767	01/27/2015	01/27/2015	20,048	802	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	520	0	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	1,034	0	0	4.00%	87.15%	20400
ADMINISTRATIVE SUPPORT SPECIALIS	A004		24,079	28,894	35,251	104	0	260	03/10/2014	475	26,873	0	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	783	0	0	4.00%	93.12%	31300
ADMINISTRATIVE SUPPORT SPECIALIS	A004		24,079	28,894	35,251	104	0	260	07/14/2014	0	20,357	0	0	0	0	CROSS, ZELIA	

Summary for

Current Payroll	\$1,015,477	# Positions	28
Flat 4% Adjustment	\$39,768	# Positions Adjusted (any type)	28 # Not Adj 0
Adjustment To Minimum	\$4,641	# Adjusted To Minimum	9
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$2,046	# 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	\$46,455		
Proposed Payroll	\$1,061,932	% Change	4.57%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$39,768	# Positions Adjusted (any type)	28 # Not Adj 0
Adjustment To Minimum	\$4,641	# Adjusted To Minimum	9
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$2,046	# 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	 \$46,455		
Proposed Payroll	\$1,061,932	% Change	4.57%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	3,085	0	0	10.50%	116.70%	20500
DIRECTOR - URBAN ENVIRONMENTAL	D017		60,845	73,015	89,078	123	0	260	08/14/1989	9449	85,208	0	5,010	0	0		HOLLOWAY, CYNTHIA
LANDSCAPER SPECIALIST / INSPECTO	L004		30,284	34,750	39,876	032	1	1.000	06/01/2015	06/01/2015	30,284	1,211	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	7,726	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	1,750	0	0	4.00%	93.35%	20600
TURF CARE SUPERVISOR	T014		35,575	42,690	52,082	112	0	260	06/17/2014	376	45,489	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	1,940	0	0	4.00%	103.50%	20600A
TURF CARE SUPERVISOR	T014		35,575	42,690	52,082	112	0	260	07/01/2006	3284	50,434	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	1,475	0	0	4.00%	90.19%	20700
ADMINISTRATIVE AIDE II	A005		33,881	40,657	49,602	111	0	260	07/01/2012	1092	38,348	0	0	0	0		BARBEE, BRADLEY J.
LEAD LANDSCAPER/GREENSKEEPER	L007		29,809	34,207	39,253	026	7	1.000	07/22/1996	07/01/2005	37,925	1,517	0	0	4.00%	110.87%	21300
LEAD LANDSCAPER/GREENSKEEPER	L007		27,874	33,449	40,808	107	0	260	07/01/2005	3649	39,442	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	1,517	0	0	4.00%	110.87%	21301
LEAD LANDSCAPER/GREENSKEEPER	L007		27,874	33,449	40,808	107	0	260	07/01/2007	2919	39,442	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	1,204	0	0	4.00%	87.14%	21100
TREE TRIMMER	T011		27,874	33,449	40,808	107	0	260	06/01/2015	0	31,306	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	1,132	0	0	4.00%	90.19%	21401
LANDSCAPER/GREENSKEEPER	L005		25,283	30,339	37,014	105	0	260	11/12/2013	593	29,420	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	1,023	0	0	2.84%	114.75%	21402
LANDSCAPER/GREENSKEEPER	L005		25,283	30,339	37,014	105	0	260	04/12/1999	5921	37,014	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	1,093	0	0	4.00%	87.14%	21403
LANDSCAPER/GREENSKEEPER	L005		25,283	30,339	37,014	105	0	260	11/12/2013	593	28,425	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	1,255	0	0	4.00%	100.00%	21404
LANDSCAPER/GREENSKEEPER	L005		25,283	30,339	37,014	105	0	260	09/01/2004	3952	32,618	0	0	0	0		ODREMAN, FREDERIC
LANDSCAPER/GREENSKEEPER	L005		27,332	31,364	35,991	014	1	1.000	03/11/2013	03/11/2013	28,288	1,132	0	0	4.00%	90.19%	1300
LANDSCAPER/GREENSKEEPER	L005		25,283	30,339	37,014	105	0	260	03/11/2013	839	29,420	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	1,171	0	0	4.00%	93.35%	21405
LANDSCAPER/GREENSKEEPER	L005		25,283	30,339	37,014	105	0	260	09/01/2010	1761	30,449	0	0	0	0		SERGEN, JOSEPH EDW
LANDSCAPER/GREENSKEEPER	L005		27,332	31,364	35,991	014	1	1.000	10/20/2014	10/20/2014	27,332	1,093	0	0	4.00%	87.15%	21400
LANDSCAPER/GREENSKEEPER	L005		25,283	30,339	37,014	105	0	260	10/20/2014	0	28,425	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	1,243	0	0	4.00%	93.35%	21200
GROUNDSKEEPER/MAINTENANCE WO	G010		24,079	28,894	35,251	104	0	260	09/24/2008	2468	32,308	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	1,243	0	0	4.00%	93.35%	21201
GROUNDSKEEPER/MAINTENANCE WO	G010		24,079	28,894	35,251	104	0	260	01/24/2011	1616	32,308	0	0	0	0		WILLIAMS, DANIEL A.

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$24,082	# Positions Adjusted (any type)	17 # Not Adj 0
Adjustment To Minimum	\$7,726	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$5,010	# 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	 \$36,818		
Proposed Payroll	\$649,277	% Change	6.01%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 4% Adjustment	\$24,082	# Positions Adjusted (any type)	17 # Not Adj 0
Adjustment To Minimum	\$7,726	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$5,010	# 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	 \$36,818		
Proposed Payroll	\$649,277	% Change	6.01%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 - WATER		D008E	87,609	108,853	127,032	204		1.000	06/27/2005	06/05/2012	109,382	4,375	0	0	4.00%	100.49%	23200
DIRECTOR - WATER/WASTEWATER		D008	81,539	97,846	119,373	129	0	260	06/05/2012	1118	113,757	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	3,493	0	0	4.00%	92.94%	22000
FINANCIAL OFFICER - WATER DEPART		A020	73,958	88,750	108,275	127	0	260	07/01/2013	727	90,814	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	3,447	0	0	4.00%	90.47%	21900
OPERATIONS OFFICER - WATER DEPA		A019	73,958	88,750	108,275	127	0	260	07/01/2013	727	89,609	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	3,050	0	0	4.00%	90.24%	23300
COORDINATOR - EFFECTIVE UTILITY M		E001	63,888	76,665	93,532	124	0	260	09/03/2013	663	79,290	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	3,228	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	5,162	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	2,185	0	0	2.51%	113.24%	26200
PLANT MANAGER (WATER & WASTEWA		P042	60,845	73,015	89,078	123	0	260	03/20/2003	4483	89,078	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	2,700	0	0	4.00%	87.97%	26201
PLANT MANAGER (WATER & WASTEWA		P042	60,845	73,015	89,078	123	0	260	09/06/2012	1025	70,204	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	2,185	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	0	0	0	TAYLOR, TERRY L.	
ENGINEER		E003	54,621	67,867	79,200	150		1.000	01/31/2015	01/31/2015	56,532	2,261	0	0	4.00%	83.30%	23400
ENGINEER		E003	57,948	69,538	84,836	122	0	260	01/31/2015	0	58,794	0	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	3,145	0	0	4.00%	115.85%	27400
STORM WATER MANAGER		S022	57,948	69,538	84,836	122	0	260	06/24/2004	4021	81,770	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	2,771	0	0	4.00%	100.08%	22900
CUSTOMER SERVICE MANAGER		C022	52,561	63,073	76,949	120	0	260	10/17/2005	3541	72,049	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	2,221	0	0	4.00%	90.24%	22201
ASSISTANT PLANT MANAGER		A027	50,058	60,069	73,284	119	0	260	10/09/2014	0	57,749	0	0	0	0	LEMAY, CHARLES JOS	
ASSISTANT PLANT MANAGER		A027	49,523	61,532	71,808	136	1	1.067	06/25/2009	07/10/2014	49,800	1,992	0	0	4.00%	80.93%	22200
ASSISTANT PLANT MANAGER		A027	50,058	60,069	73,284	119	0	260	07/10/2014	0	51,792	0	0	0	0	MCGEE, ALISON S.	
ASSISTANT OPERATIONS MANAGER		A026	50,221	62,400	72,821	137		1.067	07/17/1986	07/17/1986	72,785	499	0	0	0.69%	116.64%	22100
ASSISTANT WATER OPERATIONS MAN		A026	50,058	60,069	73,284	119	0	260	07/17/1986	10573	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	2,496	0	0	4.00%	100.00%	22101
ASSISTANT WATER OPERATIONS MAN		A026	50,058	60,069	73,284	119	0	260	09/12/2013	654	64,896	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	1,941	0	0	4.21%	93.33%	26300
PRETREATMENT COORDINATOR		P055	45,404	54,485	66,471	117	0	260	02/14/2008	2691	50,581	0	104	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	1,639	0	0	2.53%	114.47%	26700
SAFETY COORDINATOR W/WW		S001	45,404	54,485	66,471	117	0	260	11/29/1999	5690	66,471	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	2,475	0	0	4.00%	110.87%	23900
W/WW GIS MANAGER		G004	45,404	54,485	66,471	117	0	260	07/01/2010	1823	64,349	0	0	0	0	BIDDIX, TOMMY AARO	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	1,976	0	0	4.00%	93.36%	27600
	WATER QUALITY SPECIALIST	W002	45,404	54,485	66,471	117	0	260	07/01/2011	1458	51,376	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	1,998	0	0	3.26%	114.74%	23100
	DEVELOPMENT COORDINATOR	D007	43,242	51,890	63,306	116	0	260	01/24/1991	8921	63,306	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	1,967	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	0	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	1,967	0	0	3.21%	114.79%	24301
	LABORATORY SUPERVISOR	L001	43,242	51,890	63,306	116	0	260	08/01/1996	6905	63,306	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	5739	63,306	0	0	0	0	GUNTER, PAUL ROGER	
	PLANT SHIFT SUPERVISOR (WATER & WASTEWATER)	P044	46,363	53,206	61,048	116	1	1.067	09/29/2008	07/17/2014	46,363	1,855	0	0	4.00%	87.14%	26100
	PLANT SHIFT SUPERVISOR (WATER & WASTEWATER)	P044	43,242	51,890	63,306	116	0	208	07/17/2014	0	48,218	0	0	0	0	BOYETT, WESLEY BRO	
	PLANT SHIFT SUPERVISOR (WATER & WASTEWATER)	P044	46,363	53,206	61,048	116	7	1.067	09/07/1982	10/31/2013	58,989	2,360	0	0	4.00%	110.87%	26104
	PLANT SHIFT SUPERVISOR (WATER & WASTEWATER)	P044	43,242	51,890	63,306	116	0	260	10/31/2013	605	61,348	0	0	0	0	BROTHERS, WILLIAM K	
	PLANT SHIFT SUPERVISOR (WATER & WASTEWATER)	P044	46,363	53,206	61,048	116	1	1.067	04/16/2007	09/05/2013	47,986	1,919	0	0	4.00%	90.19%	26101
	PLANT SHIFT SUPERVISOR (WATER & WASTEWATER)	P044	43,242	51,890	63,306	116	0	173	09/05/2013	661	49,905	0	0	0	0	CASTO, MONTE EARL	
	PLANT SHIFT SUPERVISOR (WATER & WASTEWATER)	P044	46,363	53,206	61,048	116	8	1.067	10/04/1974	10/23/2014	58,989	2,360	0	0	4.00%	110.87%	26105
	PLANT SHIFT SUPERVISOR (WATER & WASTEWATER)	P044	43,242	51,890	63,306	116	0	260	10/23/2014	0	61,349	0	0	0	0	PATTERSON, TONY C.	
	PLANT SHIFT SUPERVISOR (WATER & WASTEWATER)	P044	46,363	53,206	61,048	116	8	1.067	08/14/1997	09/05/2013	61,048	2,258	0	0	3.70%	114.74%	26103
	PLANT SHIFT SUPERVISOR (WATER & WASTEWATER)	P044	43,242	51,890	63,306	116	0	173	09/05/2013	661	63,306	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	3102	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	2,110	0	0	4.00%	93.34%	25102
	W/WWW MAINTENANCE SUPERVISOR	M006	43,242	51,890	63,306	116	0	260	09/07/2006	3216	54,859	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	2,206	0	0	4.00%	114.76%	22304
	BIOSOLIDS OPERATIONS FOREMAN	B002	39,222	47,066	57,420	114	0	260	07/01/2003	4380	57,346	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	2,054	0	0	4.00%	103.50%	23800
	GIS MAPPING TECHNICIAN	G002	39,222	47,066	57,420	114	0	260	08/09/1999	5802	53,397	0	0	0	0	CARR, KAREN MICHEL	
	INSTRUMENTATION & CONTROLS TECH	I001	42,619	48,901	56,118	097	6	1.067	04/21/1999	07/01/2004	52,374	2,095	0	0	4.00%	107.10%	24100
	INSTRUMENTATION & CONTROLS TECH	I001	39,222	47,066	57,420	114	0	260	07/01/2004	4014	54,469	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	1,764	0	0	4.00%	90.17%	24101
	INSTRUMENTATION & CONTROLS TECH	I001	39,222	47,066	57,420	114	0	260	02/28/2013	850	45,860	0	0	0	0	POTTS, RYAN THOMAS	
	MASTER PLANT OPERATOR	M008	41,870	48,048	55,141	095	8	1.067	01/21/1985	07/01/2006	55,141	2,206	0	0	4.00%	114.76%	25300
	MASTER PLANT OPERATOR	M008	39,222	47,066	57,420	114	0	260	07/01/2006	3284	57,346	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	1,675	0	0	4.00%	87.14%	26001
	MASTER PLANT OPERATOR	M008	39,222	47,066	57,420	114	0	260	07/01/2014	0	43,545	0	0	0	0	DWYER, PATRICK	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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		
MASTER PLANT OPERATOR	M008		41,870	48,048	55,141	095	9	1.067	07/23/1974	07/01/1994	55,141	2,206	0	0	4.00%	114.76%	25301
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	260	07/01/1994	7667	57,346	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	1,857	0	0	4.00%	96.62%	25309
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	208	01/01/2013	908	48,283	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	2,206	0	0	4.00%	114.76%	25302
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	260	07/01/1995	7302	57,346	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	2,206	0	0	4.00%	114.76%	25303
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	260	07/01/1990	9128	57,346	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	1,794	0	0	4.00%	93.33%	25306
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	260	01/25/2007	3076	46,639	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	1,675	0	0	4.00%	87.14%	27200
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	260	07/01/2014	0	43,545	0	0	0	0		POLLOCK, WILLIAM AN
MASTER PLANT OPERATOR	M008		41,870	48,048	55,141	095	5	1.067	08/17/2009	09/05/2013	48,048	1,922	0	0	4.00%	100.00%	25312
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	208	09/05/2013	661	49,970	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	1,794	0	0	4.00%	93.33%	25311
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	260	07/01/2011	1458	46,639	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	2,206	0	0	4.00%	114.76%	25304
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	260	07/01/2003	4380	57,346	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	1,794	0	0	4.00%	93.33%	25307
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	208	07/01/2011	1458	46,639	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	2,206	0	0	4.00%	114.76%	25305
MASTER PLANT OPERATOR	M008		39,222	47,066	57,420	114	0	208	07/01/2002	4745	57,346	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	1,970	0	0	4.00%	110.89%	27300
NETWORK ADMINISTRATOR	S015		39,222	47,066	57,420	114	0	260	10/07/2002	4647	51,227	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	1,793	0	0	4.00%	90.21%	24701
W/WW FOREMAN	M002		39,222	47,066	57,420	114	0	260	07/03/2014	0	46,617	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	9246	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	10932	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	10548	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	1,682	0	0	4.00%	90.19%	24802
W/WW CREW LEADER	M001		37,354	44,825	54,686	113	0	260	05/17/2012	1137	43,740	0	0	0	0		LANDRUM, ANDREW W
M/C CREW LEADER	M001		40,643	46,634	53,518	087	1	1.067	07/01/2015	07/01/2015	42,058	1,682	0	0	4.00%	90.19%	24801
W/WW CREW LEADER	M001		37,354	44,825	54,686	113	0	260	07/01/2015	0	43,740	0	0	0	0		VACANT, VACANT

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Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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 CREW LEADER	M001		40,643	46,634	53,518	087	1	1.067	06/30/1999	07/24/2014	40,653	1,626	0	0	4.00%	87.18% 24800	
W/WW CREW LEADER	M001		37,354	44,825	54,686	113	0	260	07/24/2014	0	42,279	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	1,839	0	0	4.00%	100.00% 26600	
WATER PROJECTS INSPECTOR	R005		37,354	44,825	54,686	113	0	260	07/25/2005	3625	47,807	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	1,937	0	0	3.67%	114.75% 26604	
WATER PROJECTS INSPECTOR	R005		37,354	44,825	54,686	113	0	260	01/11/1999	6012	54,686	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	1,776	0	0	5.48%	96.61% 26601	
WATER PROJECTS INSPECTOR	R005		37,354	44,825	54,686	113	0	260	01/28/1999	5995	46,843	0	659	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	1,839	0	0	4.00%	100.00% 26602	
WATER PROJECTS INSPECTOR	R005		37,354	44,825	54,686	113	0	260	09/06/2006	3217	47,807	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	1,716	0	0	4.00%	93.35% 26603	
WATER PROJECTS INSPECTOR	R005		37,354	44,825	54,686	113	0	260	11/07/2013	598	44,627	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	1,109	0	0	2.18%	114.70% 26900	
ACCOUNTING SPECIALIST	S006		35,575	42,690	52,082	112	0	260	11/18/1996	6796	52,082	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	1,109	0	0	2.18%	114.70% 26901	
ACCOUNTING SPECIALIST	S006		35,575	42,690	52,082	112	0	260	09/28/1992	8308	52,082	0	0	0	0	NOYCE, DEBRA A.	
SENIOR BIOSOLIDS OPERATOR	S007		37,710	43,285	49,670	072	2	1.067	10/02/2015	10/02/2015	37,710	1,508	0	0	4.00%	87.12% 27001	
BIOSOLIDS OPERATOR	S007		35,575	42,690	52,082	112	0	260	10/02/2015	0	39,219	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	1,791	0	0	4.00%	103.46% 27000	
BIOSOLIDS OPERATOR	S007		35,575	42,690	52,082	112	0	260	07/01/2004	4014	46,574	0	0	0	0	MILLER, MONTGOMER	
INVENTORY CONTROL COORDINATOR	I002		39,853	45,739	52,478	082	1	1.067	07/07/2014	07/07/2014	39,853	1,594	0	0	4.00%	87.13% 24200	
INVENTORY AND PURCHASING COORD	I002		35,575	42,690	52,082	112	0	260	07/07/2014	0	41,447	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	1,633	0	0	4.00%	93.34% 27100	
LABORATORY ANALYST	S008		35,575	42,690	52,082	112	0	260	11/26/2007	2771	42,464	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	1,525	0	0	4.00%	87.16% 27101	
LABORATORY ANALYST	S008		35,575	42,690	52,082	112	0	260	11/18/2013	587	39,651	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	1,633	0	0	4.00%	93.34% 27102	
LABORATORY ANALYST	S008		35,575	42,690	52,082	112	0	260	11/11/2010	1690	42,464	0	0	0	0	OVERLEAS, LONDON M	
MAINTENANCE TECHNICIAN	M007		39,083	44,845	51,480	078	7	1.067	12/07/1998	12/07/1998	49,733	1,989	0	0	4.00%	110.90% 25201	
W/WW MAINTENANCE TECHNICIAN	M007		35,575	42,690	52,082	112	0	260	12/07/1998	6047	51,722	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	1,989	0	0	4.00%	110.90% 25206	
W/WW MAINTENANCE TECHNICIAN	M007		35,575	42,690	52,082	112	0	231	06/30/1993	8033	51,722	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	1,675	0	0	4.00%	93.37% 25204	
W/WW MAINTENANCE TECHNICIAN	M007		35,575	42,690	52,082	112	0	260	05/23/2005	3688	43,545	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	1,989	0	0	4.00%	110.90% 25207	
W/WW MAINTENANCE TECHNICIAN	M007		35,575	42,690	52,082	112	0	260	01/04/1993	8210	51,722	0	0	0	0	MILLER, PHILLIP R.	

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Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	1,675	0	0	4.00%	93.37%	25200
W/WWW MAINTENANCE TECHNICIAN	M007		35,575	42,690	52,082	112	0	260	10/18/2010	1714	43,545	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	1,675	0	0	4.00%	93.37%	25203
W/WWW MAINTENANCE TECHNICIAN	M007		35,575	42,690	52,082	112	0	260	11/30/2006	3132	43,545	0	0	0	0	TOLER, STEVEN L.	
MAINTENANCE TECHNICIAN	M007		39,083	44,845	51,480	078	2	1.067	12/20/2010	12/20/2010	41,870	1,675	0	0	4.00%	93.37%	25202
W/WWW MAINTENANCE TECHNICIAN	M007		35,575	42,690	52,082	112	0	260	12/20/2010	1651	43,545	0	0	0	0	YOUNG, WESLEY	
MAINTENANCE TECHNICIAN	M007		39,083	44,845	51,480	078	2	1.067	01/17/2008	01/17/2008	41,870	1,675	0	0	4.00%	93.37%	25208
W/WWW MAINTENANCE TECHNICIAN	M007		35,575	42,690	52,082	112	0	260	01/17/2008	2719	43,545	0	0	0	0	YOUNG, JAMES TIMOT	
Administrative Assistant	A005		37,486	43,016	49,362	070	5	1.000	02/04/1985	07/01/2013	44,519	1,781	0	0	4.00%	103.49%	21800
ADMINISTRATIVE AIDE II	A005		33,881	40,657	49,602	111	0	260	07/01/2013	727	46,300	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	1,606	0	0	4.00%	93.34%	21801
ADMINISTRATIVE AIDE II	A005		33,881	40,657	49,602	111	0	260	07/01/2012	1092	41,757	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	7087	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	1,606	0	0	4.00%	93.34%	21803
ADMINISTRATIVE AIDE II	A005		33,881	40,657	49,602	111	0	260	08/26/2013	671	41,757	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	4014	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	1,732	0	0	4.00%	114.71%	26500
CCTV TECHNICIAN	R004		32,268	38,721	47,240	110	0	260	01/17/2007	3084	45,038	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	1,732	0	0	4.00%	114.71%	26501
CCTV TECHNICIAN	R004		32,268	38,721	47,240	110	0	260	07/01/2011	1458	45,038	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	1,316	0	0	4.00%	87.16%	25011
CCTV TECHNICIAN	R004		32,268	38,721	47,240	110	0	260	07/01/2014	0	34,222	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	1,688	0	0	3.71%	114.78%	24002
HEAVY EQUIPMENT OPERATOR	H005		32,268	38,721	47,240	110	0	260	07/01/2004	4014	47,240	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	1,761	0	0	4.00%	110.90%	24001
HEAVY EQUIPMENT OPERATOR	H005		32,268	38,721	47,240	110	0	260	08/13/2013	684	45,773	0	0	0	0	HOBBS, MARCUS SHA	
HEAVY EQUIPMENT OPERATOR	H005		34,590	39,686	45,552	056	7	1.067	11/29/1999	08/29/2013	44,013	1,761	0	0	4.00%	110.90%	24000
HEAVY EQUIPMENT OPERATOR	H005		32,268	38,721	47,240	110	0	260	08/29/2013	668	45,773	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	1,450	0	0	4.00%	93.35%	24400
LABORATORY TECHNICIAN	L002		32,268	38,721	47,240	110	0	260	11/18/2013	587	37,711	0	0	0	0	JOHNSON, KELLYE D.	
METER READER / FIELD SERVICE CRE	M010		34,632	39,749	45,614	057	7	1.067	08/02/2001	08/01/2013	44,054	1,762	0	0	4.00%	110.83%	25500
METER SERVICE CREW LEADER	M010		32,268	38,721	47,240	110	0	260	08/01/2013	696	45,817	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	1,646	0	0	4.00%	103.51%	27800
UTILITY LOCATOR	U001		32,268	38,721	47,240	110	0	260	07/01/2011	1458	42,788	0	0	0	0	GAMBILL, GREGORY S.	

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

Unit Name: Unit Code:

100 % Of Market

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	1,484	0	0	4.00%	93.35%	27801
	UTILITY LOCATOR	U001	32,268	38,721	47,240	110	0	260	07/01/2011	1458	38,591	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	1,382	0	0	4.00%	90.22%	21601
	ACCOUNTING CLERK	A003	30,731	36,877	44,990	109	0	260	06/11/2007	2939	35,936	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	1,431	0	0	4.00%	93.38%	21700
	ADMINISTRATIVE SUPPORT SPECIALIS	A007	30,731	36,877	44,990	109	0	260	09/13/2007	2845	37,194	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	1,723	0	0	4.00%	114.80%	22500
	CROSS CONNECTION TECHNICIAN	C002	30,731	36,877	44,990	109	0	260	10/25/2007	2803	44,800	0	0	0	0	ORDONEZ, EDGAR RO	
	C.C.C. TECHNICIAN	C002	32,698	37,523	43,077	046	9	1.067	05/07/1999	05/07/1999	43,077	1,723	0	0	4.00%	114.80%	22501
	CROSS CONNECTION TECHNICIAN	C002	30,731	36,877	44,990	109	0	260	05/07/1999	5896	44,800	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	2747	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	1,686	0	0	4.00%	107.14%	26400
	PRETREATMENT TECHNICIAN	P056	30,731	36,877	44,990	109	0	260	02/15/2007	3055	43,826	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	1,572	0	0	4.00%	103.51%	27700
	WATER QUALITY TECHNICIAN	W003	30,731	36,877	44,990	109	0	260	07/01/2011	1458	40,863	0	0	0	0	ROSS, BRUCE A.	
	PLANT OPERATOR (WATER & WASTE	P043	30,971	35,526	41,184	040	1	1.067	11/20/2014	11/20/2014	30,971	1,239	0	0	4.00%	87.18%	40302
	PLANT OPERATOR (WATER & WASTE	P043	29,268	35,121	42,848	108	0	260	11/20/2014	0	32,210	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	1,282	0	0	4.00%	90.22%	26000
	PLANT OPERATOR (WATER & WASTE	P043	29,268	35,121	42,848	108	0	260	08/25/2014	0	33,335	0	0	0	0	GOODMAN, BRANDON	
	PLANT OPERATOR (WATER & WASTE	P043	30,971	35,526	41,184	040	1	1.067	10/23/2014	10/23/2014	30,971	1,239	0	0	4.00%	87.18%	26003
	PLANT OPERATOR (WATER & WASTE	P043	29,268	35,121	42,848	108	0	260	10/23/2014	0	32,210	0	0	0	0	HALFACRE, CLINT	
	PLANT OPERATOR (WATER & WASTE	P043	30,971	35,526	41,184	040	1	1.067	11/13/2014	11/13/2014	30,971	1,239	0	0	4.00%	87.18%	25308
	PLANT OPERATOR (WATER & WASTE	P043	29,268	35,121	42,848	108	0	260	11/13/2014	0	32,210	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	1,282	0	0	4.00%	90.22%	26002
	PLANT OPERATOR (WATER & WASTE	P043	29,268	35,121	42,848	108	0	260	12/27/2012	913	33,335	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	3043	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	1,508	0	0	4.00%	107.09%	22801
	CUSTOMER SERVICE FIELD REP.	C021	27,874	33,449	40,808	107	0	260	11/15/2007	2782	39,219	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	1,269	0	0	4.00%	90.18%	23607
	EQUIPMENT OPERATOR	E007	27,874	33,449	40,808	107	0	260	01/20/2014	524	32,989	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	1,507	0	0	4.00%	107.10%	23600
	EQUIPMENT OPERATOR	E007	27,874	33,449	40,808	107	0	260	03/13/2006	3394	39,176	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	2586	40,808	0	0	0	0	FOX, JEFFREY D.	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	10170	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	1,359	0	0	4.00%	96.63%	23602
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	11/20/2006	3142	35,347	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	6579	40,808	0	0	0	0	RYE SR., ROBERT CAR	
PART-TIME EQUIPMENT OPERATOR	P074		15,113	35,831	56,550	PT01		0.533	12/02/2014	12/02/2014	15,319	613	0	0	4.00%	80.16%	40263
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	12/02/2014	0	15,932	0	0	0	0	TAYLOR, COREY	
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	4745	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	1,327	0	0	4.00%	94.32%	40262
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	02/05/2007	3065	34,503	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	1,359	0	0	4.00%	96.63%	23606
EQUIPMENT OPERATOR	E007		27,874	33,449	40,808	107	0	260	02/07/2013	871	35,347	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	3037	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	1,164	0	0	4.00%	87.17%	25016
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	07/24/2014	0	30,263	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	1,205	0	0	4.00%	90.22%	25001
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	07/01/2012	1092	31,323	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	1,246	0	0	4.00%	93.33%	25002
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	07/01/2010	1823	32,405	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	1,246	0	0	4.00%	93.33%	25003
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	07/01/2008	2553	32,405	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	1,164	0	0	4.00%	87.17%	25018
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	03/27/2014	458	30,263	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	1,164	0	0	4.00%	87.17%	25019
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	10/14/2013	622	30,263	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	1,430	0	0	4.00%	107.10%	25004
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	07/01/2008	2553	37,185	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	5543	38,864	0	0	0	0	JORDAN, RANDALL T.	
M/C WORKER	M004		29,099	33,384	38,314	025	7	1.067	12/17/2001	07/01/2006	37,024	1,481	0	0	4.00%	110.90%	25007
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	07/01/2006	3284	38,505	0	0	0	0	MCCRARY, KENNETH E	
M/C WORKER	M004		29,099	33,384	38,314	025	2	1.067	08/13/2007	05/01/2008	31,158	1,246	0	0	4.00%	93.33%	25006
W/WW MAINTENANCE WORKER	M004		26,547	31,856	38,864	106	0	260	05/01/2008	2614	32,405	0	0	0	0	MCCRARY, ANDY CANT	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	7	1.067	09/23/2002	04/05/2007	37,024	1,481	0	0	4.00%	110.90%	25013
W/WW MAINTENANCE WORKER		M004	26,547	31,856	38,864	106	0	260	04/05/2007	3006	38,505	0	0	0	0	MCDONALD, GREGORY	
M/C WORKER		M004	29,099	33,384	38,314	025	7	1.067	09/24/2001	07/01/2006	37,024	1,481	0	0	4.00%	110.90%	25009
W/WW MAINTENANCE WORKER		M004	26,547	31,856	38,864	106	0	260	07/01/2006	3284	38,505	0	0	0	0	MCKNIGHT, NAPOLEO	
M/C WORKER		M004	29,099	33,384	38,314	025	5	1.067	05/19/2003	02/01/2006	34,549	1,382	0	0	4.00%	103.49%	25014
W/WW MAINTENANCE WORKER		M004	26,547	31,856	38,864	106	0	260	02/01/2006	3434	35,931	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	1,205	0	0	4.00%	90.22%	25010
W/WW MAINTENANCE WORKER		M004	26,547	31,856	38,864	106	0	260	02/07/2013	871	31,323	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	1,164	0	0	4.00%	87.17%	25017
W/WW MAINTENANCE WORKER		M004	26,547	31,856	38,864	106	0	260	01/16/2014	528	30,263	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	10499	38,864	0	0	0	0	RICHARDSON, STEVEN	
M/C WORKER		M004	29,099	33,384	38,314	025	1	1.067	07/01/2015	07/01/2015	30,118	1,205	0	0	4.00%	90.22%	25008
W/WW MAINTENANCE WORKER		M004	26,547	31,856	38,864	106	0	260	07/01/2015	0	31,323	0	0	0	0	VACANT, VACANT	
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	4745	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	1,164	0	0	4.00%	87.17%	25020
W/WW MAINTENANCE WORKER		M004	26,547	31,856	38,864	106	0	260	10/14/2013	622	30,263	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	1,185	0	0	4.00%	90.15%	22700
CUSTOMER SERVICE CLERK		C020	25,283	30,339	37,014	105	0	260	12/13/2012	927	30,806	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	1,314	0	0	4.00%	100.00%	22702
CUSTOMER SERVICE CLERK		C020	25,283	30,339	37,014	105	0	260	10/24/2002	4630	34,172	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	1,227	0	0	4.00%	93.35%	22703
CUSTOMER SERVICE CLERK		C020	25,283	30,339	37,014	105	0	260	11/08/2010	1693	31,901	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	1,185	0	0	4.00%	90.15%	22705
CUSTOMER SERVICE CLERK		C020	25,283	30,339	37,014	105	0	260	09/27/2012	1004	30,806	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	1,145	0	0	4.00%	87.12%	22704
CUSTOMER SERVICE CLERK		C020	25,283	30,339	37,014	105	0	260	10/09/2014	0	29,771	0	0	0	0	TANG, LENE	
LEAD CUSTOMER SERVICE CLERK		L015	31,883	36,587	41,983	042		1.000	01/01/2015	01/01/2015	31,883	1,275	0	0	4.00%	87.14%	22706
CUSTOMER SERVICE CLERK		C020	25,283	30,339	37,014	105	0	260	01/01/2015	0	33,158	0	0	0	0	VACANT, VACANT	
METER READER		M009	27,851	31,970	36,691	016	1	1.067	05/19/2014	05/19/2014	27,851	1,114	0	0	4.00%	87.12%	25400
METER READER		M009	25,283	30,339	37,014	105	0	260	05/19/2014	405	28,965	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	1,153	0	0	4.00%	90.18%	25401
METER READER		M009	25,283	30,339	37,014	105	0	260	06/28/2012	1095	29,982	0	0	0	0	ELGIN, DANIEL THOMA	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	1	1.067	08/18/2014	08/18/2014	27,851	1,114	0	0	4.00%	87.12%	25405
METER READER		M009	25,283	30,339	37,014	105	0	260	08/18/2014	0	28,965	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	1,153	0	0	4.00%	90.18%	25402
METER READER		M009	25,283	30,339	37,014	105	0	260	05/02/2013	787	29,982	0	0	0	0	LEONARD, ANTHONY	
METER READER		M009	27,851	31,970	36,691	016	2	1.067	02/26/2009	02/26/2009	29,848	1,194	0	0	4.00%	93.36%	25404
METER READER		M009	25,283	30,339	37,014	105	0	260	02/26/2009	2313	31,042	0	0	0	0	TODD, ADAM BLAKE	
METER READER		M009	27,851	31,970	36,691	016	1	1.067	07/01/2015	07/01/2015	28,829	1,153	0	0	4.00%	90.18%	25403
METER READER		M009	25,283	30,339	37,014	105	0	260	07/01/2015	0	29,982	0	0	0	0	VACANT, VACANT	
PART-TIME SECRETARY/RECEPTIONIS	P027		15,113	35,831	56,550	PT01		0.667	06/19/2008	06/19/2008	15,457	618	0	0	15.14%	64.71%	31000
ADMINISTRATIVE SUPPORT SPECIALIS	A004		24,079	28,894	35,251	104	0	260	06/19/2008	2565	17,797	0	1,722	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	1,034	0	0	4.00%	87.11%	26800
ADMINISTRATIVE SUPPORT SPECIALIS	A004		24,079	28,894	35,251	104	0	260	02/10/2014	503	26,871	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	1,034	0	0	4.00%	87.14%	40231
ADMINISTRATIVE SUPPORT SPECIALIS	A004		24,079	28,894	35,251	104	0	260	08/14/2014	0	26,871	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	517	0	0	32.10%	54.15%	25900
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	11/19/2007	2778	17,088	1,836	1,800	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	414	0	0	68.12%	42.47%	25901
CUSTODIAN	C018		22,932	27,518	33,572	103	0	260	01/07/2008	2729	17,397	4,832	1,803	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	993	0	0	4.00%	87.15%	24903
W/WW LABORER	M003		22,932	27,518	33,572	103	0	260	10/31/2013	605	25,829	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	993	0	0	4.00%	87.15%	24909
W/WW LABORER	M003		22,932	27,518	33,572	103	0	260	04/14/2014	440	25,829	0	0	0	0	DAVENPORT, JEREMIA	
M/C LABORER	M003		24,835	28,496	32,698	007	1	1.067	08/25/2014	08/25/2014	24,835	993	0	0	4.00%	87.15%	24900
W/WW LABORER	M003		22,932	27,518	33,572	103	0	260	08/25/2014	0	25,829	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	993	0	0	4.00%	87.15%	24905
W/WW LABORER	M003		22,932	27,518	33,572	103	0	260	10/28/2013	608	25,829	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	1,028	0	0	4.00%	90.15%	24904
W/WW LABORER	M003		22,932	27,518	33,572	103	0	260	01/03/2013	906	26,716	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	993	0	0	4.00%	87.15%	24906
W/WW LABORER	M003		22,932	27,518	33,572	103	0	260	10/28/2013	608	25,829	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	993	0	0	4.00%	87.15%	24908
W/WW LABORER	M003		22,932	27,518	33,572	103	0	260	01/21/2014	523	25,829	0	0	0	0	SPIVEY, TIMOTHY LEV	
M/C LABORER	M003		24,835	28,496	32,698	007	2	1.067	03/21/2011	03/21/2011	26,603	1,064	0	0	4.00%	93.36%	24910
W/WW LABORER	M003		22,932	27,518	33,572	103	0	260	03/21/2011	1560	27,667	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	893	0	0	4.00%	87.21%	22600
CASHIER	C004		19,558	26,208	31,974	102	0	260	07/17/2014	0	23,221	0	0	0	0	BOWEN, ALEXIS	

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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		
CASHIER		C004	22,328	25,604	29,387	002	1	1.000	02/20/2014	02/20/2014	22,328	893	0	0	4.00%	87.21%	22603
CASHIER		C004	19,558	26,208	31,974	102	0	260	02/20/2014	493	23,221	0	0	0	0	WOOTEN, KIA T.	

Summary for

Current Payroll	\$7,049,055	# Positions	163
Flat 4% Adjustment	\$246,901	# Positions Adjusted (any type)	160 # Not Adj 3
Adjustment To Minimum	\$6,667	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$11,249	# 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	 \$264,818		
Proposed Payroll	\$7,313,872	% Change	3.76%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	\$7,049,055	# Positions	163
Flat 4% Adjustment	\$246,901	# Positions Adjusted (any type)	160 # Not Adj 3
Adjustment To Minimum	\$6,667	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$11,249	# 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	 \$264,818		
Proposed Payroll	\$7,313,872	% Change	3.76%

City of Murfreesboro Implementation Report

Proposed Pay Plan Unified

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

Unit Name: Unit Code:

100 % Of Market

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	\$27,718,435	# Positions	850
Flat 4% Adjustment	\$1,008,289	# Positions Adjusted (any type)	817 # Not Adj 33
Adjustment To Minimum	\$304,927	# Adjusted To Minimum	222
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Max	\$243,388	# Adjusted Toward Max	210
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$1,556,605		
Proposed Payroll	\$29,275,041	% Change	5.62%

City of Murfreesboro Implementation Report

Summary for City of Murfreesboro

Current Payroll	\$45,643,268	# Positions	1,280	
Flat 4% Adjustment	\$1,692,651	# Positions Adjusted (any type)	1,243	# Not Adj 37
Adjustment To Minimum	\$343,039	# Adjusted To Minimum	288	
Adjustment Toward Mkt	\$0	# Adjusted Toward Market	0	
Adjustment Toward Maximum	\$579,032	# Adjusted Toward Maximum	403	
Adjustment To Step	\$0	# Adjusted To Step	0	
OrgExp Adjustment	\$0	# OrgExp Adjustments	0	
Stipends / Supplements	\$0	# Assignment	0	
Total Applied Adjustments	\$2,614,723			
Proposed Payroll	\$48,257,991	% Change in Total Payroll	5.73%	
FICA Rate: 0				
Proposed Payroll plus FICA	\$48,257,991			
