

**City of Johnson City, Tennessee**  
**General Government Pay and Classification Plan - Effective June 29, 2024**

Job Code	Title	FLSA	Grade	Entry	Step 1	Step 2	Step 3	Step 4	Suggested Market	Max
2585	Custodian	N	1	\$ 30,888.00	\$ 31,824.00	\$ 32,739.20	\$ 33,675.20	\$ 34,590.40	\$ 35,526.40	\$ 49,732.80
2222	Golf Shop Attendant	N	1	\$ 30,888.00	\$ 31,824.00	\$ 32,739.20	\$ 33,675.20	\$ 34,590.40	\$ 35,526.40	\$ 49,732.80
2015	Receptionist	N	1	\$ 30,888.00	\$ 31,824.00	\$ 32,739.20	\$ 33,675.20	\$ 34,590.40	\$ 35,526.40	\$ 49,732.80
2080	Transit Maintenance Worker	N	2	\$ 32,884.80	\$ 33,862.40	\$ 34,860.80	\$ 35,838.40	\$ 36,836.80	\$ 37,814.40	\$ 52,936.00
2231	Landscape Technician I	N	3	\$ 33,092.80	\$ 34,091.20	\$ 35,068.80	\$ 36,067.20	\$ 37,065.60	\$ 38,064.00	\$ 53,289.60
2740	Meter Reader	N	3	\$ 33,092.80	\$ 34,091.20	\$ 35,068.80	\$ 36,067.20	\$ 37,065.60	\$ 38,064.00	\$ 53,289.60
2505	Public Service Worker	N	3	\$ 33,092.80	\$ 34,091.20	\$ 35,068.80	\$ 36,067.20	\$ 37,065.60	\$ 38,064.00	\$ 53,289.60
2592	Freedom Hall Maintenance Worker	N	4	\$ 33,529.60	\$ 34,528.00	\$ 35,547.20	\$ 36,545.60	\$ 37,544.00	\$ 38,563.20	\$ 53,996.80
2586	Lead Custodian	N	4	\$ 33,529.60	\$ 34,528.00	\$ 35,547.20	\$ 36,545.60	\$ 37,544.00	\$ 38,563.20	\$ 53,996.80
2516	Park Services Technician	N	4	\$ 33,529.60	\$ 34,528.00	\$ 35,547.20	\$ 36,545.60	\$ 37,544.00	\$ 38,563.20	\$ 53,996.80
3007	Inventory Specialist	N	5	\$ 33,945.60	\$ 34,964.80	\$ 35,984.00	\$ 37,003.20	\$ 38,022.40	\$ 39,041.60	\$ 54,662.40
2258	Lifeguard	N	5	\$ 33,945.60	\$ 34,964.80	\$ 35,984.00	\$ 37,003.20	\$ 38,022.40	\$ 39,041.60	\$ 54,662.40
3010	Program Coordinator I	N	5	\$ 33,945.60	\$ 34,964.80	\$ 35,984.00	\$ 37,003.20	\$ 38,022.40	\$ 39,041.60	\$ 54,662.40
2230	Recreation Generalist	N	5	\$ 33,945.60	\$ 34,964.80	\$ 35,984.00	\$ 37,003.20	\$ 38,022.40	\$ 39,041.60	\$ 54,662.40
2280	In-Home Service Coordinator	N	6	\$ 34,486.40	\$ 35,526.40	\$ 36,545.60	\$ 37,585.60	\$ 38,625.60	\$ 39,665.60	\$ 55,536.00
3003	Administrative Specialist I	N	7	\$ 36,067.20	\$ 37,148.80	\$ 38,230.40	\$ 39,312.00	\$ 40,393.60	\$ 41,475.20	\$ 58,073.60
2223	Golf Maintenance Technician	N	7	\$ 36,067.20	\$ 37,148.80	\$ 38,230.40	\$ 39,312.00	\$ 40,393.60	\$ 41,475.20	\$ 58,073.60
2235	Landscape Technician II	N	7	\$ 36,067.20	\$ 37,148.80	\$ 38,230.40	\$ 39,312.00	\$ 40,393.60	\$ 41,475.20	\$ 58,073.60
3011	Program Coordinator II	N	8	\$ 36,504.00	\$ 37,606.40	\$ 38,688.00	\$ 39,790.40	\$ 40,892.80	\$ 41,974.40	\$ 58,760.00
2112	Collections/Customer Service Clerk	N	9	\$ 36,816.00	\$ 37,918.40	\$ 39,020.80	\$ 40,123.20	\$ 41,225.60	\$ 42,348.80	\$ 59,280.00
2011	Courtroom Assistant	N	9	\$ 36,816.00	\$ 37,918.40	\$ 39,020.80	\$ 40,123.20	\$ 41,225.60	\$ 42,348.80	\$ 59,280.00
2309	Permit Technician	N	9	\$ 36,816.00	\$ 37,918.40	\$ 39,020.80	\$ 40,123.20	\$ 41,225.60	\$ 42,348.80	\$ 59,280.00
2501	Planning Technician	N	9	\$ 36,816.00	\$ 37,918.40	\$ 39,020.80	\$ 40,123.20	\$ 41,225.60	\$ 42,348.80	\$ 59,280.00
2806	Police Records Clerk	N	9	\$ 36,816.00	\$ 37,918.40	\$ 39,020.80	\$ 40,123.20	\$ 41,225.60	\$ 42,348.80	\$ 59,280.00
2109	Box Office Clerk	N	10	\$ 37,128.00	\$ 38,251.20	\$ 39,353.60	\$ 40,476.80	\$ 41,579.20	\$ 42,702.40	\$ 59,779.20
2259	Head Lifeguard	N	10	\$ 37,128.00	\$ 38,251.20	\$ 39,353.60	\$ 40,476.80	\$ 41,579.20	\$ 42,702.40	\$ 59,779.20
2741	Senior Meter Reader	N	10	\$ 37,128.00	\$ 38,251.20	\$ 39,353.60	\$ 40,476.80	\$ 41,579.20	\$ 42,702.40	\$ 59,779.20
2448	Traffic Signs & Markings Technician I	N	10	\$ 37,128.00	\$ 38,251.20	\$ 39,353.60	\$ 40,476.80	\$ 41,579.20	\$ 42,702.40	\$ 59,779.20
2107	Collections Specialist	N	11	\$ 38,188.80	\$ 39,332.80	\$ 40,476.80	\$ 41,620.80	\$ 42,764.80	\$ 43,908.80	\$ 61,464.00
2605	Fleet Management Maintenance Technician	N	11	\$ 38,188.80	\$ 39,332.80	\$ 40,476.80	\$ 41,620.80	\$ 42,764.80	\$ 43,908.80	\$ 61,464.00
2026	Records Specialist	N	11	\$ 38,188.80	\$ 39,332.80	\$ 40,476.80	\$ 41,620.80	\$ 42,764.80	\$ 43,908.80	\$ 61,464.00
2606	Tire Service Worker	N	11	\$ 38,188.80	\$ 39,332.80	\$ 40,476.80	\$ 41,620.80	\$ 42,764.80	\$ 43,908.80	\$ 61,464.00
3013	Deputy Clerk	N	12	\$ 38,625.60	\$ 39,790.40	\$ 40,934.40	\$ 42,099.20	\$ 43,264.00	\$ 44,428.80	\$ 62,192.00
2650	Facilities Maintenance Technician	N	12	\$ 38,625.60	\$ 39,790.40	\$ 40,934.40	\$ 42,099.20	\$ 43,264.00	\$ 44,428.80	\$ 62,192.00
2566	Para Transit Coordinator	N	12	\$ 38,625.60	\$ 39,790.40	\$ 40,934.40	\$ 42,099.20	\$ 43,264.00	\$ 44,428.80	\$ 62,192.00
2444	Traffic Signs & Markings Technician II	N	12	\$ 38,625.60	\$ 39,790.40	\$ 40,934.40	\$ 42,099.20	\$ 43,264.00	\$ 44,428.80	\$ 62,192.00
2558	Transit Technology Specialist	N	12	\$ 38,625.60	\$ 39,790.40	\$ 40,934.40	\$ 42,099.20	\$ 43,264.00	\$ 44,428.80	\$ 62,192.00
2707	Wastewater Plant Operator I	N	13	\$ 38,729.60	\$ 39,894.40	\$ 41,059.20	\$ 42,224.00	\$ 43,368.00	\$ 44,532.80	\$ 62,337.60
2710	Water Plant Operator I	N	13	\$ 38,729.60	\$ 39,894.40	\$ 41,059.20	\$ 42,224.00	\$ 43,368.00	\$ 44,532.80	\$ 62,337.60

**City of Johnson City, Tennessee**  
**General Government Pay and Classification Plan - Effective June 29, 2024**

Job Code	Title	FLSA	Grade	Entry	Step 1	Step 2	Step 3	Step 4	Suggested Market	Max
2016	Child Support Enforcement Specialist	N	14	\$ 39,041.60	\$ 40,206.40	\$ 41,392.00	\$ 42,556.80	\$ 43,721.60	\$ 44,907.20	\$ 62,878.40
2269	Park Naturalist	N	14	\$ 39,041.60	\$ 40,206.40	\$ 41,392.00	\$ 42,556.80	\$ 43,721.60	\$ 44,907.20	\$ 62,878.40
3012	Program Coordinator III	N	14	\$ 39,041.60	\$ 40,206.40	\$ 41,392.00	\$ 42,556.80	\$ 43,721.60	\$ 44,907.20	\$ 62,878.40
3004	Administrative Specialist II	N	15	\$ 39,249.60	\$ 40,435.20	\$ 41,600.00	\$ 42,785.60	\$ 43,950.40	\$ 45,136.00	\$ 63,190.40
2017	Victim Services Coordinator	N	15	\$ 39,249.60	\$ 40,435.20	\$ 41,600.00	\$ 42,785.60	\$ 43,950.40	\$ 45,136.00	\$ 63,190.40
2116	Accounts Payable Specialist	N	16	\$ 40,310.40	\$ 41,516.80	\$ 42,723.20	\$ 43,929.60	\$ 45,156.80	\$ 46,363.20	\$ 64,916.80
2225	Assistant Golf Manager	N	16	\$ 40,310.40	\$ 41,516.80	\$ 42,723.20	\$ 43,929.60	\$ 45,156.80	\$ 46,363.20	\$ 64,916.80
2113	Collections Supervisor	N	17	\$ 40,580.80	\$ 41,808.00	\$ 43,014.40	\$ 44,241.60	\$ 45,448.00	\$ 46,675.20	\$ 65,353.60
2807	Crime Analyst	N	17	\$ 40,580.80	\$ 41,808.00	\$ 43,014.40	\$ 44,241.60	\$ 45,448.00	\$ 46,675.20	\$ 65,353.60
2308	Municipal Court Clerk	N	17	\$ 40,580.80	\$ 41,808.00	\$ 43,014.40	\$ 44,241.60	\$ 45,448.00	\$ 46,675.20	\$ 65,353.60
2517	Park Maintenance Supervisor	N	17	\$ 40,580.80	\$ 41,808.00	\$ 43,014.40	\$ 44,241.60	\$ 45,448.00	\$ 46,675.20	\$ 65,353.60
2502	Permitting Coordinator	N	17	\$ 40,580.80	\$ 41,808.00	\$ 43,014.40	\$ 44,241.60	\$ 45,448.00	\$ 46,675.20	\$ 65,353.60
2451	Survey Technician	N	17	\$ 40,580.80	\$ 41,808.00	\$ 43,014.40	\$ 44,241.60	\$ 45,448.00	\$ 46,675.20	\$ 65,353.60
2133	Tax Specialist	N	17	\$ 40,580.80	\$ 41,808.00	\$ 43,014.40	\$ 44,241.60	\$ 45,448.00	\$ 46,675.20	\$ 65,353.60
2644	Water/Wastewater Maintenance Mechanic I	N	17	\$ 40,580.80	\$ 41,808.00	\$ 43,014.40	\$ 44,241.60	\$ 45,448.00	\$ 46,675.20	\$ 65,353.60
3008	Inventory Control Manager	N	18	\$ 42,390.40	\$ 43,659.20	\$ 44,928.00	\$ 46,196.80	\$ 47,486.40	\$ 48,755.20	\$ 68,265.60
2236	Aquatics Center Supervisor	E	19	\$ 42,432.00	\$ 43,700.80	\$ 44,969.60	\$ 46,259.20	\$ 47,528.00	\$ 48,796.80	\$ 68,307.20
2023	Human Resources Generalist	N	19	\$ 42,432.00	\$ 43,700.80	\$ 44,969.60	\$ 46,259.20	\$ 47,528.00	\$ 48,796.80	\$ 68,307.20
2114	Payroll Accounting Technician	N	19	\$ 42,432.00	\$ 43,700.80	\$ 44,969.60	\$ 46,259.20	\$ 47,528.00	\$ 48,796.80	\$ 68,307.20
2054	Buyer	N	20	\$ 42,681.60	\$ 43,971.20	\$ 45,240.00	\$ 46,529.60	\$ 47,798.40	\$ 49,088.00	\$ 68,723.20
2234	Center Supervisor	E	20	\$ 42,681.60	\$ 43,971.20	\$ 45,240.00	\$ 46,529.60	\$ 47,798.40	\$ 49,088.00	\$ 68,723.20
3020	Parks & Recreation Fitness Coordinator	E	20	\$ 42,681.60	\$ 43,971.20	\$ 45,240.00	\$ 46,529.60	\$ 47,798.40	\$ 49,088.00	\$ 68,723.20
2645	Water/Wastewater Maintenance Mechanic II	N	20	\$ 42,681.60	\$ 43,971.20	\$ 45,240.00	\$ 46,529.60	\$ 47,798.40	\$ 49,088.00	\$ 68,723.20
2493	Senior Planning Technician	N	21	\$ 43,284.80	\$ 44,574.40	\$ 45,884.80	\$ 47,174.40	\$ 48,484.80	\$ 49,774.40	\$ 69,680.00
2726	Cross Connection Inspector	N	22	\$ 44,137.60	\$ 45,468.80	\$ 46,779.20	\$ 48,110.40	\$ 49,441.60	\$ 50,752.00	\$ 71,052.80
2651	Facilities Maintenance Technician II	N	23	\$ 44,553.60	\$ 45,884.80	\$ 47,236.80	\$ 48,568.00	\$ 49,899.20	\$ 51,230.40	\$ 71,718.40
2475	Code Enforcement Officer	N	24	\$ 44,803.20	\$ 46,155.20	\$ 47,486.40	\$ 48,838.40	\$ 50,169.60	\$ 51,521.60	\$ 72,134.40
2708	Wastewater Plant Operator II	N	25	\$ 44,844.80	\$ 46,196.80	\$ 47,528.00	\$ 48,880.00	\$ 50,232.00	\$ 51,563.20	\$ 72,196.80
2711	Water Plant Operator II	N	25	\$ 44,844.80	\$ 46,196.80	\$ 47,528.00	\$ 48,880.00	\$ 50,232.00	\$ 51,563.20	\$ 72,196.80
2305	Youth Services Officer	N	25	\$ 44,844.80	\$ 46,196.80	\$ 47,528.00	\$ 48,880.00	\$ 50,232.00	\$ 51,563.20	\$ 72,196.80
3005	Administrative Specialist III	N	26	\$ 45,614.40	\$ 46,987.20	\$ 48,360.00	\$ 49,712.00	\$ 51,084.80	\$ 52,457.60	\$ 73,444.80
2160	Cloud Software Support Specialist	E	26	\$ 45,614.40	\$ 46,987.20	\$ 48,360.00	\$ 49,712.00	\$ 51,084.80	\$ 52,457.60	\$ 73,444.80
2483	Economic Development Specialist	E	26	\$ 45,614.40	\$ 46,987.20	\$ 48,360.00	\$ 49,712.00	\$ 51,084.80	\$ 52,457.60	\$ 73,444.80
2450	Engineering Technician	N	26	\$ 45,614.40	\$ 46,987.20	\$ 48,360.00	\$ 49,712.00	\$ 51,084.80	\$ 52,457.60	\$ 73,444.80
2468	Trades Inspector I	N	27	\$ 46,675.20	\$ 48,068.80	\$ 49,483.20	\$ 50,876.80	\$ 52,270.40	\$ 53,684.80	\$ 75,150.40
2476	Code Enforcement Supervisor	N	28	\$ 47,112.00	\$ 48,526.40	\$ 49,940.80	\$ 51,355.20	\$ 52,769.60	\$ 54,184.00	\$ 75,857.60
3016	Events & Marketing Coordinator	E	28	\$ 47,112.00	\$ 48,526.40	\$ 49,940.80	\$ 51,355.20	\$ 52,769.60	\$ 54,184.00	\$ 75,857.60
2147	IT Specialist	N	28	\$ 47,112.00	\$ 48,526.40	\$ 49,940.80	\$ 51,355.20	\$ 52,769.60	\$ 54,184.00	\$ 75,857.60
2146	Network Specialist	N	28	\$ 47,112.00	\$ 48,526.40	\$ 49,940.80	\$ 51,355.20	\$ 52,769.60	\$ 54,184.00	\$ 75,857.60

**City of Johnson City, Tennessee**  
**General Government Pay and Classification Plan - Effective June 29, 2024**

Job Code	Title	FLSA	Grade	Entry	Step 1	Step 2	Step 3	Step 4	Suggested Market	Max
2145	Digital Communications Specialist	E	29	\$ 47,736.00	\$ 49,171.20	\$ 50,606.40	\$ 52,041.60	\$ 53,456.00	\$ 54,891.20	\$ 76,856.00
7405	Homeless Outreach Coordinator	N	29	\$ 47,736.00	\$ 49,171.20	\$ 50,606.40	\$ 52,041.60	\$ 53,456.00	\$ 54,891.20	\$ 76,856.00
2270	Parks & Recreation Safety Coordinator	E	29	\$ 47,736.00	\$ 49,171.20	\$ 50,606.40	\$ 52,041.60	\$ 53,456.00	\$ 54,891.20	\$ 76,856.00
2709	Wastewater Plant Operator III	N	29	\$ 47,736.00	\$ 49,171.20	\$ 50,606.40	\$ 52,041.60	\$ 53,456.00	\$ 54,891.20	\$ 76,856.00
2712	Water Plant Operator III	N	29	\$ 47,736.00	\$ 49,171.20	\$ 50,606.40	\$ 52,041.60	\$ 53,456.00	\$ 54,891.20	\$ 76,856.00
2013	Administrative Services Manager	E	30	\$ 48,796.80	\$ 50,252.80	\$ 51,729.60	\$ 53,185.60	\$ 54,662.40	\$ 56,118.40	\$ 78,561.60
2590	Freedom Hall Maintenance & Production Manager	N	30	\$ 48,796.80	\$ 50,252.80	\$ 51,729.60	\$ 53,185.60	\$ 54,662.40	\$ 56,118.40	\$ 78,561.60
2760	Laboratory Analyst	N	30	\$ 48,796.80	\$ 50,252.80	\$ 51,729.60	\$ 53,185.60	\$ 54,662.40	\$ 56,118.40	\$ 78,561.60
2031	Management Analyst	E	30	\$ 48,796.80	\$ 50,252.80	\$ 51,729.60	\$ 53,185.60	\$ 54,662.40	\$ 56,118.40	\$ 78,561.60
2452	Surveyor	N	30	\$ 48,796.80	\$ 50,252.80	\$ 51,729.60	\$ 53,185.60	\$ 54,662.40	\$ 56,118.40	\$ 78,561.60
2469	Trades Inspector II	N	30	\$ 48,796.80	\$ 50,252.80	\$ 51,729.60	\$ 53,185.60	\$ 54,662.40	\$ 56,118.40	\$ 78,561.60
2725	Instrumentation/Control Technician	N	31	\$ 49,337.60	\$ 50,814.40	\$ 52,291.20	\$ 53,768.00	\$ 55,265.60	\$ 56,742.40	\$ 79,435.20
2022	Box Office Manager	N	32	\$ 49,587.20	\$ 51,084.80	\$ 52,561.60	\$ 54,059.20	\$ 55,536.00	\$ 57,033.60	\$ 79,851.20
2149	Geospatial Specialist	N	32	\$ 49,587.20	\$ 51,084.80	\$ 52,561.60	\$ 54,059.20	\$ 55,536.00	\$ 57,033.60	\$ 79,851.20
2302	Safe Baby Court Coordinator	N	32	\$ 49,587.20	\$ 51,084.80	\$ 52,561.60	\$ 54,059.20	\$ 55,536.00	\$ 57,033.60	\$ 79,851.20
2454	Construction Inspector	N	33	\$ 49,857.60	\$ 51,355.20	\$ 52,852.80	\$ 54,350.40	\$ 55,848.00	\$ 57,345.60	\$ 80,288.00
2503	Environmental Specialist	N	33	\$ 49,857.60	\$ 51,355.20	\$ 52,852.80	\$ 54,350.40	\$ 55,848.00	\$ 57,345.60	\$ 80,288.00
2064	CDL Examiner	E	34	\$ 50,918.40	\$ 52,436.80	\$ 53,976.00	\$ 55,494.40	\$ 57,033.60	\$ 58,552.00	\$ 81,972.80
2018	Chief Deputy Clerk	N	34	\$ 50,918.40	\$ 52,436.80	\$ 53,976.00	\$ 55,494.40	\$ 57,033.60	\$ 58,552.00	\$ 81,972.80
2030	Executive Assistant	N	34	\$ 50,918.40	\$ 52,436.80	\$ 53,976.00	\$ 55,494.40	\$ 57,033.60	\$ 58,552.00	\$ 81,972.80
2014	Paralegal	N	34	\$ 50,918.40	\$ 52,436.80	\$ 53,976.00	\$ 55,494.40	\$ 57,033.60	\$ 58,552.00	\$ 81,972.80
2138	Customer Service Supervisor	E	35	\$ 51,833.60	\$ 53,393.60	\$ 54,953.60	\$ 56,492.80	\$ 58,052.80	\$ 59,612.80	\$ 83,449.60
2455	Engineering Technician II	N	36	\$ 51,979.20	\$ 53,539.20	\$ 55,099.20	\$ 56,659.20	\$ 58,219.20	\$ 59,779.20	\$ 83,699.20
2482	Planner I	E	36	\$ 51,979.20	\$ 53,539.20	\$ 55,099.20	\$ 56,659.20	\$ 58,219.20	\$ 59,779.20	\$ 83,699.20
2478	Plans Examiner	E	36	\$ 51,979.20	\$ 53,539.20	\$ 55,099.20	\$ 56,659.20	\$ 58,219.20	\$ 59,779.20	\$ 83,699.20
2048	Public Information Specialist	E	36	\$ 51,979.20	\$ 53,539.20	\$ 55,099.20	\$ 56,659.20	\$ 58,219.20	\$ 59,779.20	\$ 83,699.20
2551	Public Works Health, Safety, & Skills Training Specialist	E	36	\$ 51,979.20	\$ 53,539.20	\$ 55,099.20	\$ 56,659.20	\$ 58,219.20	\$ 59,779.20	\$ 83,699.20
2489	Transit Planner	E	36	\$ 51,979.20	\$ 53,539.20	\$ 55,099.20	\$ 56,659.20	\$ 58,219.20	\$ 59,779.20	\$ 83,699.20
2073	Water/Sewer Health, Safety & Skills Training Specialist	E	36	\$ 51,979.20	\$ 53,539.20	\$ 55,099.20	\$ 56,659.20	\$ 58,219.20	\$ 59,779.20	\$ 83,699.20
3014	Budget Analyst	E	37	\$ 53,040.00	\$ 54,641.60	\$ 56,222.40	\$ 57,824.00	\$ 59,404.80	\$ 61,006.40	\$ 85,404.80
2069	CDL Compliance & Training Coordinator	E	37	\$ 53,040.00	\$ 54,641.60	\$ 56,222.40	\$ 57,824.00	\$ 59,404.80	\$ 61,006.40	\$ 85,404.80
2460	Civil Engineer I	E	37	\$ 53,040.00	\$ 54,641.60	\$ 56,222.40	\$ 57,824.00	\$ 59,404.80	\$ 61,006.40	\$ 85,404.80
2067	Human Resources Coordinator	N	37	\$ 53,040.00	\$ 54,641.60	\$ 56,222.40	\$ 57,824.00	\$ 59,404.80	\$ 61,006.40	\$ 85,404.80
2264	Park Services Manager	E	37	\$ 53,040.00	\$ 54,641.60	\$ 56,222.40	\$ 57,824.00	\$ 59,404.80	\$ 61,006.40	\$ 85,404.80
3018	Parks & Recreation Community Engagement Manager	E	37	\$ 53,040.00	\$ 54,641.60	\$ 56,222.40	\$ 57,824.00	\$ 59,404.80	\$ 61,006.40	\$ 85,404.80
2025	Risk Management Coordinator	N	37	\$ 53,040.00	\$ 54,641.60	\$ 56,222.40	\$ 57,824.00	\$ 59,404.80	\$ 61,006.40	\$ 85,404.80
3002	Talent Acquisition & Retention Specialist	E	37	\$ 53,040.00	\$ 54,641.60	\$ 56,222.40	\$ 57,824.00	\$ 59,404.80	\$ 61,006.40	\$ 85,404.80
2043	Multimedia Specialist	E	38	\$ 53,580.80	\$ 55,182.40	\$ 56,804.80	\$ 58,406.40	\$ 60,008.00	\$ 61,609.60	\$ 86,257.60
7406	Public Information Officer (Public Safety)	E	38	\$ 53,580.80	\$ 55,182.40	\$ 56,804.80	\$ 58,406.40	\$ 60,008.00	\$ 61,609.60	\$ 86,257.60

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2643	Radio Services Manager	N	38	\$ 53,580.80	\$ 55,182.40	\$ 56,804.80	\$ 58,406.40	\$ 60,008.00	\$ 61,609.60	\$ 86,257.60
2453	Cross Connection Coordinator	E	39	\$ 54,100.80	\$ 55,723.20	\$ 57,345.60	\$ 58,968.00	\$ 60,590.40	\$ 62,212.80	\$ 87,089.60
2472	Trades Inspector III	N	39	\$ 54,100.80	\$ 55,723.20	\$ 57,345.60	\$ 58,968.00	\$ 60,590.40	\$ 62,212.80	\$ 87,089.60
2268	Planner II (Parks & Recreation)	E	40	\$ 54,392.00	\$ 56,014.40	\$ 57,657.60	\$ 59,280.00	\$ 60,923.20	\$ 62,545.60	\$ 87,568.00
2499	Planner II	E	40	\$ 54,392.00	\$ 56,014.40	\$ 57,657.60	\$ 59,280.00	\$ 60,923.20	\$ 62,545.60	\$ 87,568.00
2751	Water/Wastewater Engineering Services Coordinator	E	40	\$ 54,392.00	\$ 56,014.40	\$ 57,657.60	\$ 59,280.00	\$ 60,923.20	\$ 62,545.60	\$ 87,568.00
2224	Golf Course Superintendent	N	41	\$ 55,161.60	\$ 56,825.60	\$ 58,468.80	\$ 60,132.80	\$ 61,776.00	\$ 63,440.00	\$ 88,816.00
3043	Graphic Design Specialist	E	41	\$ 55,161.60	\$ 56,825.60	\$ 58,468.80	\$ 60,132.80	\$ 61,776.00	\$ 63,440.00	\$ 88,816.00
2071	Occupational Health & Safety Coordinator	E	41	\$ 55,161.60	\$ 56,825.60	\$ 58,468.80	\$ 60,132.80	\$ 61,776.00	\$ 63,440.00	\$ 88,816.00
2262	Athletic Manager	E	42	\$ 56,222.40	\$ 57,907.20	\$ 59,592.00	\$ 61,276.80	\$ 62,961.60	\$ 64,646.40	\$ 90,500.80
2290	Facilities Maintenance Manager	N	42	\$ 56,222.40	\$ 57,907.20	\$ 59,592.00	\$ 61,276.80	\$ 62,961.60	\$ 64,646.40	\$ 90,500.80
2263	Recreation Services Manager	E	43	\$ 57,075.20	\$ 58,780.80	\$ 60,507.20	\$ 62,212.80	\$ 63,918.40	\$ 65,644.80	\$ 91,894.40
2271	Senior Services Manager	E	43	\$ 57,075.20	\$ 58,780.80	\$ 60,507.20	\$ 62,212.80	\$ 63,918.40	\$ 65,644.80	\$ 91,894.40
2447	Design & Construction Coordinator	N	44	\$ 57,283.20	\$ 59,009.60	\$ 60,715.20	\$ 62,441.60	\$ 64,147.20	\$ 65,873.60	\$ 92,227.20
7401	Family Justice Center Manager	E	44	\$ 57,283.20	\$ 59,009.60	\$ 60,715.20	\$ 62,441.60	\$ 64,147.20	\$ 65,873.60	\$ 92,227.20
2219	Golf Maintenance Manager	E	44	\$ 57,283.20	\$ 59,009.60	\$ 60,715.20	\$ 62,441.60	\$ 64,147.20	\$ 65,873.60	\$ 92,227.20
2132	Staff Accountant	E	44	\$ 57,283.20	\$ 59,009.60	\$ 60,715.20	\$ 62,441.60	\$ 64,147.20	\$ 65,873.60	\$ 92,227.20
2723	Water/Wastewater Maintenance Supervisor	E	44	\$ 57,283.20	\$ 59,009.60	\$ 60,715.20	\$ 62,441.60	\$ 64,147.20	\$ 65,873.60	\$ 92,227.20
2490	Community Development Coordinator	E	45	\$ 57,720.00	\$ 59,446.40	\$ 61,193.60	\$ 62,920.00	\$ 64,646.40	\$ 66,372.80	\$ 92,913.60
2458	Surveyor Supervisor	N	46	\$ 59,945.60	\$ 61,734.40	\$ 63,544.00	\$ 65,332.80	\$ 67,142.40	\$ 68,931.20	\$ 96,512.00
2445	Traffic Signs & Markings Specialist	E	46	\$ 59,945.60	\$ 61,734.40	\$ 63,544.00	\$ 65,332.80	\$ 67,142.40	\$ 68,931.20	\$ 96,512.00
2449	Traffic Systems Specialist	E	46	\$ 59,945.60	\$ 61,734.40	\$ 63,544.00	\$ 65,332.80	\$ 67,142.40	\$ 68,931.20	\$ 96,512.00
2140	Customer Service Manager	E	47	\$ 59,987.20	\$ 61,796.80	\$ 63,585.60	\$ 65,395.20	\$ 67,184.00	\$ 68,993.60	\$ 96,595.20
2144	Geospatial Analyst	N	48	\$ 60,049.60	\$ 61,859.20	\$ 63,648.00	\$ 65,457.60	\$ 67,246.40	\$ 69,056.00	\$ 96,678.40
3000	Claims Manager	E	49	\$ 60,465.60	\$ 62,275.20	\$ 64,084.80	\$ 65,915.20	\$ 67,724.80	\$ 69,534.40	\$ 97,344.00
2479	Senior Planner	E	49	\$ 60,465.60	\$ 62,275.20	\$ 64,084.80	\$ 65,915.20	\$ 67,724.80	\$ 69,534.40	\$ 97,344.00
2267	Trail Operations Manager	E	49	\$ 60,465.60	\$ 62,275.20	\$ 64,084.80	\$ 65,915.20	\$ 67,724.80	\$ 69,534.40	\$ 97,344.00
2049	Digital Communications Manager	E	50	\$ 61,006.40	\$ 62,836.80	\$ 64,667.20	\$ 66,497.60	\$ 68,328.00	\$ 70,158.40	\$ 98,217.60
3015	Main Street Director	E	50	\$ 61,006.40	\$ 62,836.80	\$ 64,667.20	\$ 66,497.60	\$ 68,328.00	\$ 70,158.40	\$ 98,217.60
2753	Assistant Water/Wastewater Maintenance Superintendent	E	51	\$ 61,526.40	\$ 63,377.60	\$ 65,208.00	\$ 67,059.20	\$ 68,910.40	\$ 70,761.60	\$ 99,070.40
2491	City Forester	E	51	\$ 61,526.40	\$ 63,377.60	\$ 65,208.00	\$ 67,059.20	\$ 68,910.40	\$ 70,761.60	\$ 99,070.40
2221	Golf Manager	E	51	\$ 61,526.40	\$ 63,377.60	\$ 65,208.00	\$ 67,059.20	\$ 68,910.40	\$ 70,761.60	\$ 99,070.40
2485	Development Coordinator	E	52	\$ 63,128.00	\$ 65,020.80	\$ 66,913.60	\$ 68,806.40	\$ 70,699.20	\$ 72,592.00	\$ 101,628.80
2306	Director of Court Services	E	52	\$ 63,128.00	\$ 65,020.80	\$ 66,913.60	\$ 68,806.40	\$ 70,699.20	\$ 72,592.00	\$ 101,628.80
2053	Assistant Director of Purchasing	E	53	\$ 63,648.00	\$ 65,561.60	\$ 67,475.20	\$ 69,368.00	\$ 71,281.60	\$ 73,195.20	\$ 102,481.60
2463	Civil Engineer II	E	53	\$ 63,648.00	\$ 65,561.60	\$ 67,475.20	\$ 69,368.00	\$ 71,281.60	\$ 73,195.20	\$ 102,481.60
2532	Water/Sewer Development Coordinator	E	53	\$ 63,648.00	\$ 65,561.60	\$ 67,475.20	\$ 69,368.00	\$ 71,281.60	\$ 73,195.20	\$ 102,481.60
2706	Chief Wastewater Plant Operator	E	54	\$ 65,769.60	\$ 67,745.60	\$ 69,721.60	\$ 71,697.60	\$ 73,652.80	\$ 75,628.80	\$ 105,872.00
2720	Chief Water Plant Operator	E	54	\$ 65,769.60	\$ 67,745.60	\$ 69,721.60	\$ 71,697.60	\$ 73,652.80	\$ 75,628.80	\$ 105,872.00

**City of Johnson City, Tennessee**  
**General Government Pay and Classification Plan - Effective June 29, 2024**

Job Code	Title	FLSA	Grade	Entry	Step 1	Step 2	Step 3	Step 4	Suggested Market	Max
2494	Geospatial Coordinator	E	55	\$ 66,206.40	\$ 68,182.40	\$ 70,179.20	\$ 72,155.20	\$ 74,152.00	\$ 76,128.00	\$ 106,579.20
2621	Fleet Management Superintendent	E	56	\$ 68,432.00	\$ 70,491.20	\$ 72,529.60	\$ 74,588.80	\$ 76,648.00	\$ 78,707.20	\$ 110,198.40
2470	Chief Building Official	E	57	\$ 68,952.00	\$ 71,011.20	\$ 73,091.20	\$ 75,150.40	\$ 77,230.40	\$ 79,289.60	\$ 111,009.60
2159	Geospatial Administrator	E	58	\$ 69,492.80	\$ 71,572.80	\$ 73,652.80	\$ 75,753.60	\$ 77,833.60	\$ 79,913.60	\$ 111,883.20
2066	Assistant Director of Human Resources	E	59	\$ 70,012.80	\$ 72,113.60	\$ 74,214.40	\$ 76,315.20	\$ 78,416.00	\$ 80,516.80	\$ 112,715.20
2266	Assistant Director of Parks & Recreation	E	59	\$ 70,012.80	\$ 72,113.60	\$ 74,214.40	\$ 76,315.20	\$ 78,416.00	\$ 80,516.80	\$ 112,715.20
3001	Assistant Director of Risk Management	E	59	\$ 70,012.80	\$ 72,113.60	\$ 74,214.40	\$ 76,315.20	\$ 78,416.00	\$ 80,516.80	\$ 112,715.20
2576	Assistant Director of Transit	E	59	\$ 70,012.80	\$ 72,113.60	\$ 74,214.40	\$ 76,315.20	\$ 78,416.00	\$ 80,516.80	\$ 112,715.20
2550	Solid Waste Operations Manager	E	59	\$ 70,012.80	\$ 72,113.60	\$ 74,214.40	\$ 76,315.20	\$ 78,416.00	\$ 80,516.80	\$ 112,715.20
2157	Voice & Collaboration Engineer	E	59	\$ 70,012.80	\$ 72,113.60	\$ 74,214.40	\$ 76,315.20	\$ 78,416.00	\$ 80,516.80	\$ 112,715.20
2141	MPO Manager	E	60	\$ 71,073.60	\$ 73,216.00	\$ 75,337.60	\$ 77,480.00	\$ 79,601.60	\$ 81,744.00	\$ 114,441.60
2154	Technology Supervisor	E	60	\$ 71,073.60	\$ 73,216.00	\$ 75,337.60	\$ 77,480.00	\$ 79,601.60	\$ 81,744.00	\$ 114,441.60
2143	Geospatial Manager	E	61	\$ 76,648.00	\$ 78,956.80	\$ 81,244.80	\$ 83,553.60	\$ 85,841.60	\$ 88,150.40	\$ 123,406.40
2549	Public Works Operations Manager	E	61	\$ 76,648.00	\$ 78,956.80	\$ 81,244.80	\$ 83,553.60	\$ 85,841.60	\$ 88,150.40	\$ 123,406.40
2150	Systems Administrator	E	61	\$ 76,648.00	\$ 78,956.80	\$ 81,244.80	\$ 83,553.60	\$ 85,841.60	\$ 88,150.40	\$ 123,406.40
2135	Assistant Finance Director	E	62	\$ 79,560.00	\$ 81,952.00	\$ 84,344.00	\$ 86,715.20	\$ 89,107.20	\$ 91,499.20	\$ 128,107.20
2498	Director of Budget and Performance Management	E	63	\$ 83,803.20	\$ 86,320.00	\$ 88,836.80	\$ 91,353.60	\$ 93,849.60	\$ 96,366.40	\$ 134,908.80
2170	Senior Systems Administrator	E	63	\$ 83,803.20	\$ 86,320.00	\$ 88,836.80	\$ 91,353.60	\$ 93,849.60	\$ 96,366.40	\$ 134,908.80
2156	Network Security Engineer	E	64	\$ 84,864.00	\$ 87,401.60	\$ 89,960.00	\$ 92,497.60	\$ 95,056.00	\$ 97,593.60	\$ 136,635.20
2293	Civic Center General Manager	E	64	\$ 84,864.00	\$ 87,401.60	\$ 89,960.00	\$ 92,497.60	\$ 95,056.00	\$ 97,593.60	\$ 136,635.20
2464	Civil Engineer III-PE	E	64	\$ 84,864.00	\$ 87,401.60	\$ 89,960.00	\$ 92,497.60	\$ 95,056.00	\$ 97,593.60	\$ 136,635.20
2461	Environmentalist	E	64	\$ 84,864.00	\$ 87,401.60	\$ 89,960.00	\$ 92,497.60	\$ 95,056.00	\$ 97,593.60	\$ 136,635.20
2459	Traffic Engineering Manager	E	64	\$ 84,864.00	\$ 87,401.60	\$ 89,960.00	\$ 92,497.60	\$ 95,056.00	\$ 97,593.60	\$ 136,635.20
2755	Water/Wastewater Maintenance Superintendent	E	64	\$ 84,864.00	\$ 87,401.60	\$ 89,960.00	\$ 92,497.60	\$ 95,056.00	\$ 97,593.60	\$ 136,635.20
2730	Water/Wastewater Superintendent	E	64	\$ 84,864.00	\$ 87,401.60	\$ 89,960.00	\$ 92,497.60	\$ 95,056.00	\$ 97,593.60	\$ 136,635.20
2546	Assistant City Engineer	E	65	\$ 91,020.80	\$ 93,745.60	\$ 96,491.20	\$ 99,216.00	\$ 101,940.80	\$ 104,665.60	\$ 146,536.00
2556	Assistant Director of Public Works	E	65	\$ 91,020.80	\$ 93,745.60	\$ 96,491.20	\$ 99,216.00	\$ 101,940.80	\$ 104,665.60	\$ 146,536.00
2158	Assistant Director, Technology Security	E	65	\$ 91,020.80	\$ 93,745.60	\$ 96,491.20	\$ 99,216.00	\$ 101,940.80	\$ 104,665.60	\$ 146,536.00
2050	Director of Purchasing	E	65	\$ 91,020.80	\$ 93,745.60	\$ 96,491.20	\$ 99,216.00	\$ 101,940.80	\$ 104,665.60	\$ 146,536.00
2764	Assistant Director of Water/Wastewater Operations	E	66	\$ 100,152.00	\$ 103,147.20	\$ 106,163.20	\$ 109,158.40	\$ 112,174.40	\$ 115,169.60	\$ 161,241.60
2763	Assistant Director of Water/Wastewater Capital Delivery	E	66	\$ 100,152.00	\$ 103,147.20	\$ 106,163.20	\$ 109,158.40	\$ 112,174.40	\$ 115,169.60	\$ 161,241.60
2456	City Engineer	E	66	\$ 100,152.00	\$ 103,147.20	\$ 106,163.20	\$ 109,158.40	\$ 112,174.40	\$ 115,169.60	\$ 161,241.60
2620	Director of Fleet Management	E	67	\$ 101,836.80	\$ 104,894.40	\$ 107,952.00	\$ 111,009.60	\$ 114,067.20	\$ 117,104.00	\$ 163,945.60
2051	Director of Public Affairs	E	67	\$ 101,836.80	\$ 104,894.40	\$ 107,952.00	\$ 111,009.60	\$ 114,067.20	\$ 117,104.00	\$ 163,945.60
2075	Director of Risk Management	E	67	\$ 101,836.80	\$ 104,894.40	\$ 107,952.00	\$ 111,009.60	\$ 114,067.20	\$ 117,104.00	\$ 163,945.60
2484	Economic Development Director	E	67	\$ 101,836.80	\$ 104,894.40	\$ 107,952.00	\$ 111,009.60	\$ 114,067.20	\$ 117,104.00	\$ 163,945.60
2310	Facilities Director	E	67	\$ 101,836.80	\$ 104,894.40	\$ 107,952.00	\$ 111,009.60	\$ 114,067.20	\$ 117,104.00	\$ 163,945.60
2070	Director of Human Resources	E	68	\$ 111,404.80	\$ 114,753.60	\$ 118,081.60	\$ 121,430.40	\$ 124,779.20	\$ 128,107.20	\$ 179,358.40
2155	Director of Information Technology	E	68	\$ 111,404.80	\$ 114,753.60	\$ 118,081.60	\$ 121,430.40	\$ 124,779.20	\$ 128,107.20	\$ 179,358.40

**City of Johnson City, Tennessee**  
**General Government Pay and Classification Plan - Effective June 29, 2024**

Job Code	Title	FLSA	Grade	Entry	Step 1	Step 2	Step 3	Step 4	Suggested Market	Max
2295	Director of Parks & Recreation	E	68	\$ 111,404.80	\$ 114,753.60	\$ 118,081.60	\$ 121,430.40	\$ 124,779.20	<b>\$ 128,107.20</b>	\$ 179,358.40
2481	Director of Planning & Development Services	E	68	\$ 111,404.80	\$ 114,753.60	\$ 118,081.60	\$ 121,430.40	\$ 124,779.20	<b>\$ 128,107.20</b>	\$ 179,358.40
2575	Transit Director	E	68	\$ 111,404.80	\$ 114,753.60	\$ 118,081.60	\$ 121,430.40	\$ 124,779.20	<b>\$ 128,107.20</b>	\$ 179,358.40
2077	Staff Attorney	E	69	\$ 116,708.80	\$ 120,203.20	\$ 123,718.40	\$ 127,212.80	\$ 130,707.20	<b>\$ 134,222.40</b>	\$ 187,907.20
2557	Director of Public Works	E	70	\$ 127,316.80	\$ 131,144.00	\$ 134,950.40	\$ 138,777.60	\$ 142,604.80	<b>\$ 146,411.20</b>	\$ 204,984.00
2765	Director of Water/Wastewater	E	70	\$ 127,316.80	\$ 131,144.00	\$ 134,950.40	\$ 138,777.60	\$ 142,604.80	<b>\$ 146,411.20</b>	\$ 204,984.00
2134	Finance Director/City Recorder/Treasurer	E	70	\$ 127,316.80	\$ 131,144.00	\$ 134,950.40	\$ 138,777.60	\$ 142,604.80	<b>\$ 146,411.20</b>	\$ 204,984.00
2087	Senior Staff Attorney	E	70	\$ 127,316.80	\$ 131,144.00	\$ 134,950.40	\$ 138,777.60	\$ 142,604.80	<b>\$ 146,411.20</b>	\$ 204,984.00
2039	Assistant City Manager	E	71	\$ 148,532.80	\$ 152,984.00	\$ 157,435.20	\$ 161,907.20	\$ 166,358.40	<b>\$ 170,809.60</b>	\$ 239,137.60
2040	Deputy City Manager	E	72	\$ 150,000.00	\$ 154,502.40	\$ 158,995.20	\$ 163,508.80	\$ 168,001.60	<b>\$ 172,494.40</b>	\$ 241,488.00