

City of Johnson City, Tennessee
General Government Pay and Classification Plan - Effective July 1, 2023

Job Code	Title	FLSA	Grade	Entry	Step 1	Step 2	Step 3	Step 4	Suggested Market	Max
2585	Custodian	N	1	\$ 29,993.60	\$ 30,893.41	\$ 31,793.22	\$ 32,693.02	\$ 33,592.83	\$ 34,492.64	\$ 48,289.70
2222	Golf Shop Attendant	N	1	\$ 29,993.60	\$ 30,893.41	\$ 31,793.22	\$ 32,693.02	\$ 33,592.83	\$ 34,492.64	\$ 48,289.70
2287	Meal Coordinator (PT)	N	1	\$ 29,993.60	\$ 30,893.41	\$ 31,793.22	\$ 32,693.02	\$ 33,592.83	\$ 34,492.64	\$ 48,289.70
2015	Receptionist	N	1	\$ 29,993.60	\$ 30,893.41	\$ 31,793.22	\$ 32,693.02	\$ 33,592.83	\$ 34,492.64	\$ 48,289.70
2080	Transit Maintenance Worker	N	2	\$ 31,930.00	\$ 32,887.90	\$ 33,845.80	\$ 34,803.70	\$ 35,761.60	\$ 36,719.50	\$ 51,407.30
2231	Landscape Technician I	N	3	\$ 32,136.00	\$ 33,100.08	\$ 34,064.16	\$ 35,028.24	\$ 35,992.32	\$ 36,956.40	\$ 51,738.96
2740	Meter Reader	N	3	\$ 32,136.00	\$ 33,100.08	\$ 34,064.16	\$ 35,028.24	\$ 35,992.32	\$ 36,956.40	\$ 51,738.96
2505	Public Service Worker	N	3	\$ 32,136.00	\$ 33,100.08	\$ 34,064.16	\$ 35,028.24	\$ 35,992.32	\$ 36,956.40	\$ 51,738.96
2592	Freedom Hall Maintenance Worker	N	4	\$ 32,548.00	\$ 33,524.44	\$ 34,500.88	\$ 35,477.32	\$ 36,453.76	\$ 37,430.20	\$ 52,402.28
2586	Lead Custodian	N	4	\$ 32,548.00	\$ 33,524.44	\$ 34,500.88	\$ 35,477.32	\$ 36,453.76	\$ 37,430.20	\$ 52,402.28
2516	Park Services Technician	N	4	\$ 32,548.00	\$ 33,524.44	\$ 34,500.88	\$ 35,477.32	\$ 36,453.76	\$ 37,430.20	\$ 52,402.28
3007	Inventory Specialist	N	5	\$ 32,960.00	\$ 33,948.80	\$ 34,937.60	\$ 35,926.40	\$ 36,915.20	\$ 37,904.00	\$ 53,065.60
2258	Lifeguard	N	5	\$ 32,960.00	\$ 33,948.80	\$ 34,937.60	\$ 35,926.40	\$ 36,915.20	\$ 37,904.00	\$ 53,065.60
3010	Program Coordinator I	N	5	\$ 32,960.00	\$ 33,948.80	\$ 34,937.60	\$ 35,926.40	\$ 36,915.20	\$ 37,904.00	\$ 53,065.60
2230	Recreation Generalist	N	5	\$ 32,960.00	\$ 33,948.80	\$ 34,937.60	\$ 35,926.40	\$ 36,915.20	\$ 37,904.00	\$ 53,065.60
2280	In-Home Service Coordinator	N	6	\$ 33,475.00	\$ 34,479.25	\$ 35,483.50	\$ 36,487.75	\$ 37,492.00	\$ 38,496.25	\$ 53,894.75
3003	Administrative Specialist I	N	7	\$ 35,020.00	\$ 36,070.60	\$ 37,121.20	\$ 38,171.80	\$ 39,222.40	\$ 40,273.00	\$ 56,382.20
2223	Golf Maintenance Technician	N	7	\$ 35,020.00	\$ 36,070.60	\$ 37,121.20	\$ 38,171.80	\$ 39,222.40	\$ 40,273.00	\$ 56,382.20
2235	Landscape Technician II	N	7	\$ 35,020.00	\$ 36,070.60	\$ 37,121.20	\$ 38,171.80	\$ 39,222.40	\$ 40,273.00	\$ 56,382.20
3011	Program Coordinator II	N	8	\$ 35,432.00	\$ 36,494.96	\$ 37,557.92	\$ 38,620.88	\$ 39,683.84	\$ 40,746.80	\$ 57,045.52
2112	Collections/Customer Service Clerk	N	9	\$ 35,734.82	\$ 36,806.86	\$ 37,878.91	\$ 38,950.95	\$ 40,023.00	\$ 41,095.04	\$ 57,533.06
2011	Courtroom Assistant	N	9	\$ 35,734.82	\$ 36,806.86	\$ 37,878.91	\$ 38,950.95	\$ 40,023.00	\$ 41,095.04	\$ 57,533.06
2309	Permit Technician	N	9	\$ 35,734.82	\$ 36,806.86	\$ 37,878.91	\$ 38,950.95	\$ 40,023.00	\$ 41,095.04	\$ 57,533.06
2501	Planning Technician	N	9	\$ 35,734.82	\$ 36,806.86	\$ 37,878.91	\$ 38,950.95	\$ 40,023.00	\$ 41,095.04	\$ 57,533.06
2806	Police Records Clerk	N	9	\$ 35,734.82	\$ 36,806.86	\$ 37,878.91	\$ 38,950.95	\$ 40,023.00	\$ 41,095.04	\$ 57,533.06
2109	Box Office Clerk	N	10	\$ 36,050.00	\$ 37,131.50	\$ 38,213.00	\$ 39,294.50	\$ 40,376.00	\$ 41,457.50	\$ 58,040.50
2259	Head Lifeguard	N	10	\$ 36,050.00	\$ 37,131.50	\$ 38,213.00	\$ 39,294.50	\$ 40,376.00	\$ 41,457.50	\$ 58,040.50
2741	Senior Meter Reader	N	10	\$ 36,050.00	\$ 37,131.50	\$ 38,213.00	\$ 39,294.50	\$ 40,376.00	\$ 41,457.50	\$ 58,040.50
2448	Traffic Signs & Markings Technician I	N	10	\$ 36,050.00	\$ 37,131.50	\$ 38,213.00	\$ 39,294.50	\$ 40,376.00	\$ 41,457.50	\$ 58,040.50
2107	Collections Specialist	N	11	\$ 37,080.00	\$ 38,192.40	\$ 39,304.80	\$ 40,417.20	\$ 41,529.60	\$ 42,642.00	\$ 59,698.80
2605	Fleet Management Maintenance Technician	N	11	\$ 37,080.00	\$ 38,192.40	\$ 39,304.80	\$ 40,417.20	\$ 41,529.60	\$ 42,642.00	\$ 59,698.80
2026	Records Specialist	N	11	\$ 37,080.00	\$ 38,192.40	\$ 39,304.80	\$ 40,417.20	\$ 41,529.60	\$ 42,642.00	\$ 59,698.80
2606	Tire Service Worker	N	11	\$ 37,080.00	\$ 38,192.40	\$ 39,304.80	\$ 40,417.20	\$ 41,529.60	\$ 42,642.00	\$ 59,698.80
3013	Deputy Clerk	N	12	\$ 37,492.00	\$ 38,616.76	\$ 39,741.52	\$ 40,866.28	\$ 41,991.04	\$ 43,115.80	\$ 60,362.12

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2650	Facilities Maintenance Technician	N	12	\$ 37,492.00	\$ 38,616.76	\$ 39,741.52	\$ 40,866.28	\$ 41,991.04	\$ 43,115.80	\$ 60,362.12
2566	Para Transit Coordinator	N	12	\$ 37,492.00	\$ 38,616.76	\$ 39,741.52	\$ 40,866.28	\$ 41,991.04	\$ 43,115.80	\$ 60,362.12
2444	Traffic Signs & Markings Technician II	N	12	\$ 37,492.00	\$ 38,616.76	\$ 39,741.52	\$ 40,866.28	\$ 41,991.04	\$ 43,115.80	\$ 60,362.12
2558	Transit Technology Specialist	N	12	\$ 37,492.00	\$ 38,616.76	\$ 39,741.52	\$ 40,866.28	\$ 41,991.04	\$ 43,115.80	\$ 60,362.12
2707	Wastewater Plant Operator I	N	13	\$ 37,595.00	\$ 38,722.85	\$ 39,850.70	\$ 40,978.55	\$ 42,106.40	\$ 43,234.25	\$ 60,527.95
2710	Water Plant Operator I	N	13	\$ 37,595.00	\$ 38,722.85	\$ 39,850.70	\$ 40,978.55	\$ 42,106.40	\$ 43,234.25	\$ 60,527.95
2016	Child Support Enforcement Specialist	N	14	\$ 37,904.00	\$ 39,041.12	\$ 40,178.24	\$ 41,315.36	\$ 42,452.48	\$ 43,589.60	\$ 61,025.44
2269	Park Naturalist	N	14	\$ 37,904.00	\$ 39,041.12	\$ 40,178.24	\$ 41,315.36	\$ 42,452.48	\$ 43,589.60	\$ 61,025.44
3012	Program Coordinator III	N	14	\$ 37,904.00	\$ 39,041.12	\$ 40,178.24	\$ 41,315.36	\$ 42,452.48	\$ 43,589.60	\$ 61,025.44
3004	Administrative Specialist II	N	15	\$ 38,110.00	\$ 39,253.30	\$ 40,396.60	\$ 41,539.90	\$ 42,683.20	\$ 43,826.50	\$ 61,357.10
2017	Victim Services Coordinator	N	15	\$ 38,110.00	\$ 39,253.30	\$ 40,396.60	\$ 41,539.90	\$ 42,683.20	\$ 43,826.50	\$ 61,357.10
2116	Accounts Payable Specialist	N	16	\$ 39,140.00	\$ 40,314.20	\$ 41,488.40	\$ 42,662.60	\$ 43,836.80	\$ 45,011.00	\$ 63,015.40
2225	Assistant Golf Manager	N	16	\$ 39,140.00	\$ 40,314.20	\$ 41,488.40	\$ 42,662.60	\$ 43,836.80	\$ 45,011.00	\$ 63,015.40
2113	Collections Supervisor	N	17	\$ 39,397.50	\$ 40,579.43	\$ 41,761.35	\$ 42,943.28	\$ 44,125.20	\$ 45,307.13	\$ 63,429.98
2807	Crime Analyst	N	17	\$ 39,397.50	\$ 40,579.43	\$ 41,761.35	\$ 42,943.28	\$ 44,125.20	\$ 45,307.13	\$ 63,429.98
2308	Municipal Court Clerk	N	17	\$ 39,397.50	\$ 40,579.43	\$ 41,761.35	\$ 42,943.28	\$ 44,125.20	\$ 45,307.13	\$ 63,429.98
2517	Park Maintenance Supervisor	N	17	\$ 39,397.50	\$ 40,579.43	\$ 41,761.35	\$ 42,943.28	\$ 44,125.20	\$ 45,307.13	\$ 63,429.98
2502	Permitting Coordinator	N	17	\$ 39,397.50	\$ 40,579.43	\$ 41,761.35	\$ 42,943.28	\$ 44,125.20	\$ 45,307.13	\$ 63,429.98
2451	Survey Technician	N	17	\$ 39,397.50	\$ 40,579.43	\$ 41,761.35	\$ 42,943.28	\$ 44,125.20	\$ 45,307.13	\$ 63,429.98
2133	Tax Specialist	N	17	\$ 39,397.50	\$ 40,579.43	\$ 41,761.35	\$ 42,943.28	\$ 44,125.20	\$ 45,307.13	\$ 63,429.98
2644	Water/Wastewater Maintenance Mechanic I	N	17	\$ 39,397.50	\$ 40,579.43	\$ 41,761.35	\$ 42,943.28	\$ 44,125.20	\$ 45,307.13	\$ 63,429.98
3008	Inventory Control Manager	N	18	\$ 41,148.50	\$ 42,382.96	\$ 43,617.41	\$ 44,851.87	\$ 46,086.32	\$ 47,320.78	\$ 66,249.09
2236	Aquatics Center Supervisor	E	19	\$ 41,200.00	\$ 42,436.00	\$ 43,672.00	\$ 44,908.00	\$ 46,144.00	\$ 47,380.00	\$ 66,332.00
2023	Human Resources Generalist	N	19	\$ 41,200.00	\$ 42,436.00	\$ 43,672.00	\$ 44,908.00	\$ 46,144.00	\$ 47,380.00	\$ 66,332.00
2114	Payroll Accounting Technician	N	19	\$ 41,200.00	\$ 42,436.00	\$ 43,672.00	\$ 44,908.00	\$ 46,144.00	\$ 47,380.00	\$ 66,332.00
2054	Buyer	N	20	\$ 41,433.81	\$ 42,676.82	\$ 43,919.84	\$ 45,162.85	\$ 46,405.87	\$ 47,648.88	\$ 66,708.43
2234	Center Supervisor	E	20	\$ 41,433.81	\$ 42,676.82	\$ 43,919.84	\$ 45,162.85	\$ 46,405.87	\$ 47,648.88	\$ 66,708.43
3020	Parks & Recreation Fitness Coordinator	E	20	\$ 41,433.81	\$ 42,676.82	\$ 43,919.84	\$ 45,162.85	\$ 46,405.87	\$ 47,648.88	\$ 66,708.43
2645	Water/Wastewater Maintenance Mechanic II	N	20	\$ 41,433.81	\$ 42,676.82	\$ 43,919.84	\$ 45,162.85	\$ 46,405.87	\$ 47,648.88	\$ 66,708.43
2493	Senior Planning Technician	N	21	\$ 42,024.00	\$ 43,284.72	\$ 44,545.44	\$ 45,806.16	\$ 47,066.88	\$ 48,327.60	\$ 67,658.64
2726	Cross Connection Inspector	N	22	\$ 42,848.00	\$ 44,133.44	\$ 45,418.88	\$ 46,704.32	\$ 47,989.76	\$ 49,275.20	\$ 68,985.28
2651	Facilities Maintenance Technician II	N	23	\$ 43,260.00	\$ 44,557.80	\$ 45,855.60	\$ 47,153.40	\$ 48,451.20	\$ 49,749.00	\$ 69,648.60
2475	Code Enforcement Officer	N	24	\$ 43,493.81	\$ 44,798.62	\$ 46,103.44	\$ 47,408.25	\$ 48,713.07	\$ 50,017.88	\$ 70,025.03
2708	Wastewater Plant Operator II	N	25	\$ 43,532.95	\$ 44,838.94	\$ 46,144.93	\$ 47,450.92	\$ 48,756.90	\$ 50,062.89	\$ 70,088.05

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2711	Water Plant Operator II	N	25	\$ 43,532.95	\$ 44,838.94	\$ 46,144.93	\$ 47,450.92	\$ 48,756.90	\$ 50,062.89	\$ 70,088.05
2305	Youth Services Officer	N	25	\$ 43,532.95	\$ 44,838.94	\$ 46,144.93	\$ 47,450.92	\$ 48,756.90	\$ 50,062.89	\$ 70,088.05
3005	Administrative Specialist III	N	26	\$ 44,290.00	\$ 45,618.70	\$ 46,947.40	\$ 48,276.10	\$ 49,604.80	\$ 50,933.50	\$ 71,306.90
2160	Cloud Software Support Specialist	E	26	\$ 44,290.00	\$ 45,618.70	\$ 46,947.40	\$ 48,276.10	\$ 49,604.80	\$ 50,933.50	\$ 71,306.90
2450	Engineering Technician	N	26	\$ 44,290.00	\$ 45,618.70	\$ 46,947.40	\$ 48,276.10	\$ 49,604.80	\$ 50,933.50	\$ 71,306.90
2468	Trades Inspector I	N	27	\$ 45,320.00	\$ 46,679.60	\$ 48,039.20	\$ 49,398.80	\$ 50,758.40	\$ 52,118.00	\$ 72,965.20
2476	Code Enforcement Supervisor	N	28	\$ 45,740.24	\$ 47,112.45	\$ 48,484.65	\$ 49,856.86	\$ 51,229.07	\$ 52,601.28	\$ 73,641.79
3016	Events & Marketing Coordinator	E	28	\$ 45,740.24	\$ 47,112.45	\$ 48,484.65	\$ 49,856.86	\$ 51,229.07	\$ 52,601.28	\$ 73,641.79
2147	IT Specialist	N	28	\$ 45,740.24	\$ 47,112.45	\$ 48,484.65	\$ 49,856.86	\$ 51,229.07	\$ 52,601.28	\$ 73,641.79
2146	Network Specialist	N	28	\$ 45,740.24	\$ 47,112.45	\$ 48,484.65	\$ 49,856.86	\$ 51,229.07	\$ 52,601.28	\$ 73,641.79
2145	Digital Communications Specialist	E	29	\$ 46,350.00	\$ 47,740.50	\$ 49,131.00	\$ 50,521.50	\$ 51,912.00	\$ 53,302.50	\$ 74,623.50
7405	Homeless Outreach Coordinator	N	29	\$ 46,350.00	\$ 47,740.50	\$ 49,131.00	\$ 50,521.50	\$ 51,912.00	\$ 53,302.50	\$ 74,623.50
2270	Parks & Recreation Safety Coordinator	E	29	\$ 46,350.00	\$ 47,740.50	\$ 49,131.00	\$ 50,521.50	\$ 51,912.00	\$ 53,302.50	\$ 74,623.50
2709	Wastewater Plant Operator III	N	29	\$ 46,350.00	\$ 47,740.50	\$ 49,131.00	\$ 50,521.50	\$ 51,912.00	\$ 53,302.50	\$ 74,623.50
2712	Water Plant Operator III	N	29	\$ 46,350.00	\$ 47,740.50	\$ 49,131.00	\$ 50,521.50	\$ 51,912.00	\$ 53,302.50	\$ 74,623.50
2013	Administrative Services Manager	E	30	\$ 47,380.00	\$ 48,801.40	\$ 50,222.80	\$ 51,644.20	\$ 53,065.60	\$ 54,487.00	\$ 76,281.80
2487	Economic Development Analyst	E	30	\$ 47,380.00	\$ 48,801.40	\$ 50,222.80	\$ 51,644.20	\$ 53,065.60	\$ 54,487.00	\$ 76,281.80
2590	Freedom Hall Maintenance & Production Manager	N	30	\$ 47,380.00	\$ 48,801.40	\$ 50,222.80	\$ 51,644.20	\$ 53,065.60	\$ 54,487.00	\$ 76,281.80
2760	Laboratory Analyst	N	30	\$ 47,380.00	\$ 48,801.40	\$ 50,222.80	\$ 51,644.20	\$ 53,065.60	\$ 54,487.00	\$ 76,281.80
2031	Management Analyst	E	30	\$ 47,380.00	\$ 48,801.40	\$ 50,222.80	\$ 51,644.20	\$ 53,065.60	\$ 54,487.00	\$ 76,281.80
2452	Surveyor	N	30	\$ 47,380.00	\$ 48,801.40	\$ 50,222.80	\$ 51,644.20	\$ 53,065.60	\$ 54,487.00	\$ 76,281.80
2469	Trades Inspector II	N	30	\$ 47,380.00	\$ 48,801.40	\$ 50,222.80	\$ 51,644.20	\$ 53,065.60	\$ 54,487.00	\$ 76,281.80
2725	Instrumentation/Control Technician	N	31	\$ 47,895.00	\$ 49,331.85	\$ 50,768.70	\$ 52,205.55	\$ 53,642.40	\$ 55,079.25	\$ 77,110.95
2022	Box Office Manager	N	32	\$ 48,152.50	\$ 49,597.08	\$ 51,041.65	\$ 52,486.23	\$ 53,930.80	\$ 55,375.38	\$ 77,525.53
2149	Geospatial Specialist	N	32	\$ 48,152.50	\$ 49,597.08	\$ 51,041.65	\$ 52,486.23	\$ 53,930.80	\$ 55,375.38	\$ 77,525.53
2302	Safe Baby Court Coordinator	N	32	\$ 48,152.50	\$ 49,597.08	\$ 51,041.65	\$ 52,486.23	\$ 53,930.80	\$ 55,375.38	\$ 77,525.53
2454	Construction Inspector	N	33	\$ 48,410.00	\$ 49,862.30	\$ 51,314.60	\$ 52,766.90	\$ 54,219.20	\$ 55,671.50	\$ 77,940.10
2503	Environmental Specialist	N	33	\$ 48,410.00	\$ 49,862.30	\$ 51,314.60	\$ 52,766.90	\$ 54,219.20	\$ 55,671.50	\$ 77,940.10
2064	CDL Examiner	E	34	\$ 49,440.00	\$ 50,923.20	\$ 52,406.40	\$ 53,889.60	\$ 55,372.80	\$ 56,856.00	\$ 79,598.40
2018	Chief Deputy Clerk	N	34	\$ 49,440.00	\$ 50,923.20	\$ 52,406.40	\$ 53,889.60	\$ 55,372.80	\$ 56,856.00	\$ 79,598.40
2030	Executive Assistant	N	34	\$ 49,440.00	\$ 50,923.20	\$ 52,406.40	\$ 53,889.60	\$ 55,372.80	\$ 56,856.00	\$ 79,598.40
2014	Paralegal	N	34	\$ 49,440.00	\$ 50,923.20	\$ 52,406.40	\$ 53,889.60	\$ 55,372.80	\$ 56,856.00	\$ 79,598.40
2138	Customer Service Supervisor	E	35	\$ 50,324.77	\$ 51,834.51	\$ 53,344.26	\$ 54,854.00	\$ 56,363.74	\$ 57,873.49	\$ 81,022.88
2455	Engineering Technician II	N	36	\$ 50,470.00	\$ 51,984.10	\$ 53,498.20	\$ 55,012.30	\$ 56,526.40	\$ 58,040.50	\$ 81,256.70

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2482	Planner I	E	36	\$ 50,470.00	\$ 51,984.10	\$ 53,498.20	\$ 55,012.30	\$ 56,526.40	\$ 58,040.50	\$ 81,256.70
2478	Plans Examiner	E	36	\$ 50,470.00	\$ 51,984.10	\$ 53,498.20	\$ 55,012.30	\$ 56,526.40	\$ 58,040.50	\$ 81,256.70
2048	Public Information Specialist	E	36	\$ 50,470.00	\$ 51,984.10	\$ 53,498.20	\$ 55,012.30	\$ 56,526.40	\$ 58,040.50	\$ 81,256.70
2078	Solid Waste Health, Safety, & Skills Training Specialist	E	36	\$ 50,470.00	\$ 51,984.10	\$ 53,498.20	\$ 55,012.30	\$ 56,526.40	\$ 58,040.50	\$ 81,256.70
2489	Transit Planner	E	36	\$ 50,470.00	\$ 51,984.10	\$ 53,498.20	\$ 55,012.30	\$ 56,526.40	\$ 58,040.50	\$ 81,256.70
2073	Water/Sewer Health, Safety & Skills Training Specialist	E	36	\$ 50,470.00	\$ 51,984.10	\$ 53,498.20	\$ 55,012.30	\$ 56,526.40	\$ 58,040.50	\$ 81,256.70
3014	Budget Analyst	E	37	\$ 51,500.00	\$ 53,045.00	\$ 54,590.00	\$ 56,135.00	\$ 57,680.00	\$ 59,225.00	\$ 82,915.00
2069	CDL Compliance & Training Coordinator	E	37	\$ 51,500.00	\$ 53,045.00	\$ 54,590.00	\$ 56,135.00	\$ 57,680.00	\$ 59,225.00	\$ 82,915.00
2460	Civil Engineer I	E	37	\$ 51,500.00	\$ 53,045.00	\$ 54,590.00	\$ 56,135.00	\$ 57,680.00	\$ 59,225.00	\$ 82,915.00
2067	Human Resources Coordinator	N	37	\$ 51,500.00	\$ 53,045.00	\$ 54,590.00	\$ 56,135.00	\$ 57,680.00	\$ 59,225.00	\$ 82,915.00
2264	Park Services Manager	E	37	\$ 51,500.00	\$ 53,045.00	\$ 54,590.00	\$ 56,135.00	\$ 57,680.00	\$ 59,225.00	\$ 82,915.00
3018	Parks & Recreation Community Engagement Manager	E	37	\$ 51,500.00	\$ 53,045.00	\$ 54,590.00	\$ 56,135.00	\$ 57,680.00	\$ 59,225.00	\$ 82,915.00
2025	Risk Management Coordinator	N	37	\$ 51,500.00	\$ 53,045.00	\$ 54,590.00	\$ 56,135.00	\$ 57,680.00	\$ 59,225.00	\$ 82,915.00
3002	Talent Acquisition & Retention Specialist	E	37	\$ 51,500.00	\$ 53,045.00	\$ 54,590.00	\$ 56,135.00	\$ 57,680.00	\$ 59,225.00	\$ 82,915.00
2043	Multimedia Specialist	E	38	\$ 52,015.00	\$ 53,575.45	\$ 55,135.90	\$ 56,696.35	\$ 58,256.80	\$ 59,817.25	\$ 83,744.15
7406	Public Information Officer (Public Safety)	E	38	\$ 52,015.00	\$ 53,575.45	\$ 55,135.90	\$ 56,696.35	\$ 58,256.80	\$ 59,817.25	\$ 83,744.15
2643	Radio Services Manager	N	38	\$ 52,015.00	\$ 53,575.45	\$ 55,135.90	\$ 56,696.35	\$ 58,256.80	\$ 59,817.25	\$ 83,744.15
2453	Cross Connection Coordinator	E	39	\$ 52,530.00	\$ 54,105.90	\$ 55,681.80	\$ 57,257.70	\$ 58,833.60	\$ 60,409.50	\$ 84,573.30
2472	Trades Inspector III	N	39	\$ 52,530.00	\$ 54,105.90	\$ 55,681.80	\$ 57,257.70	\$ 58,833.60	\$ 60,409.50	\$ 84,573.30
2268	Planner II (Parks & Recreation)	E	40	\$ 52,810.16	\$ 54,394.46	\$ 55,978.77	\$ 57,563.07	\$ 59,147.38	\$ 60,731.68	\$ 85,024.36
2499	Planner II	E	40	\$ 52,810.16	\$ 54,394.46	\$ 55,978.77	\$ 57,563.07	\$ 59,147.38	\$ 60,731.68	\$ 85,024.36
2751	Water/Wastewater Engineering Services Coordinator	E	40	\$ 52,810.16	\$ 54,394.46	\$ 55,978.77	\$ 57,563.07	\$ 59,147.38	\$ 60,731.68	\$ 85,024.36
2224	Golf Course Superintendent	N	41	\$ 53,560.00	\$ 55,166.80	\$ 56,773.60	\$ 58,380.40	\$ 59,987.20	\$ 61,594.00	\$ 86,231.60
2161	Grants Coordinator	E	41	\$ 53,560.00	\$ 55,166.80	\$ 56,773.60	\$ 58,380.40	\$ 59,987.20	\$ 61,594.00	\$ 86,231.60
2071	Occupational Health & Safety Coordinator	E	41	\$ 53,560.00	\$ 55,166.80	\$ 56,773.60	\$ 58,380.40	\$ 59,987.20	\$ 61,594.00	\$ 86,231.60
2262	Athletic Manager	E	42	\$ 54,590.00	\$ 56,227.70	\$ 57,865.40	\$ 59,503.10	\$ 61,140.80	\$ 62,778.50	\$ 87,889.90
2290	Facilities Maintenance Manager	N	42	\$ 54,590.00	\$ 56,227.70	\$ 57,865.40	\$ 59,503.10	\$ 61,140.80	\$ 62,778.50	\$ 87,889.90
2263	Recreation Services Manager	E	43	\$ 55,414.00	\$ 57,076.42	\$ 58,738.84	\$ 60,401.26	\$ 62,063.68	\$ 63,726.10	\$ 89,216.54
2271	Senior Services Manager	E	43	\$ 55,414.00	\$ 57,076.42	\$ 58,738.84	\$ 60,401.26	\$ 62,063.68	\$ 63,726.10	\$ 89,216.54
2548	Assistant Solid Waste Manager	E	44	\$ 55,620.00	\$ 57,288.60	\$ 58,957.20	\$ 60,625.80	\$ 62,294.40	\$ 63,963.00	\$ 89,548.20
2447	Design & Construction Coordinator	N	44	\$ 55,620.00	\$ 57,288.60	\$ 58,957.20	\$ 60,625.80	\$ 62,294.40	\$ 63,963.00	\$ 89,548.20
7401	Family Justice Center Manager	E	44	\$ 55,620.00	\$ 57,288.60	\$ 58,957.20	\$ 60,625.80	\$ 62,294.40	\$ 63,963.00	\$ 89,548.20
2219	Golf Maintenance Manager	E	44	\$ 55,620.00	\$ 57,288.60	\$ 58,957.20	\$ 60,625.80	\$ 62,294.40	\$ 63,963.00	\$ 89,548.20
2132	Staff Accountant	E	44	\$ 55,620.00	\$ 57,288.60	\$ 58,957.20	\$ 60,625.80	\$ 62,294.40	\$ 63,963.00	\$ 89,548.20

City of Johnson City, Tennessee
General Government Pay and Classification Plan - Effective July 1, 2023

Job Code	Title	FLSA	Grade	Entry	Step 1	Step 2	Step 3	Step 4	Suggested Market	Max
2723	Water/Wastewater Maintenance Supervisor	E	44	\$ 55,620.00	\$ 57,288.60	\$ 58,957.20	\$ 60,625.80	\$ 62,294.40	\$ 63,963.00	\$ 89,548.20
2490	Community Development Coordinator	E	45	\$ 56,032.00	\$ 57,712.96	\$ 59,393.92	\$ 61,074.88	\$ 62,755.84	\$ 64,436.80	\$ 90,211.52
2458	Surveyor Supervisor	N	46	\$ 58,195.00	\$ 59,940.85	\$ 61,686.70	\$ 63,432.55	\$ 65,178.40	\$ 66,924.25	\$ 93,693.95
2445	Traffic Signs & Markings Specialist	E	46	\$ 58,195.00	\$ 59,940.85	\$ 61,686.70	\$ 63,432.55	\$ 65,178.40	\$ 66,924.25	\$ 93,693.95
2449	Traffic Systems Specialist	E	46	\$ 58,195.00	\$ 59,940.85	\$ 61,686.70	\$ 63,432.55	\$ 65,178.40	\$ 66,924.25	\$ 93,693.95
2140	Customer Service Manager	E	47	\$ 58,230.43	\$ 59,977.34	\$ 61,724.26	\$ 63,471.17	\$ 65,218.08	\$ 66,964.99	\$ 93,750.99
2144	Geospatial Analyst	N	48	\$ 58,298.00	\$ 60,046.94	\$ 61,795.88	\$ 63,544.82	\$ 65,293.76	\$ 67,042.70	\$ 93,859.78
3000	Claims Manager	E	49	\$ 58,710.00	\$ 60,471.30	\$ 62,232.60	\$ 63,993.90	\$ 65,755.20	\$ 67,516.50	\$ 94,523.10
2479	Senior Planner	E	49	\$ 58,710.00	\$ 60,471.30	\$ 62,232.60	\$ 63,993.90	\$ 65,755.20	\$ 67,516.50	\$ 94,523.10
2267	Trail Operations Manager	E	49	\$ 58,710.00	\$ 60,471.30	\$ 62,232.60	\$ 63,993.90	\$ 65,755.20	\$ 67,516.50	\$ 94,523.10
2049	Digital Communications Manager	E	50	\$ 59,225.00	\$ 61,001.75	\$ 62,778.50	\$ 64,555.25	\$ 66,332.00	\$ 68,108.75	\$ 95,352.25
3015	Main Street Director	E	50	\$ 59,225.00	\$ 61,001.75	\$ 62,778.50	\$ 64,555.25	\$ 66,332.00	\$ 68,108.75	\$ 95,352.25
2753	Assistant Water/Wastewater Maintenance Superintendent	E	51	\$ 59,740.00	\$ 61,532.20	\$ 63,324.40	\$ 65,116.60	\$ 66,908.80	\$ 68,701.00	\$ 96,181.40
2491	City Forester	E	51	\$ 59,740.00	\$ 61,532.20	\$ 63,324.40	\$ 65,116.60	\$ 66,908.80	\$ 68,701.00	\$ 96,181.40
2221	Golf Manager	E	51	\$ 59,740.00	\$ 61,532.20	\$ 63,324.40	\$ 65,116.60	\$ 66,908.80	\$ 68,701.00	\$ 96,181.40
2485	Development Coordinator	E	52	\$ 61,285.00	\$ 63,123.55	\$ 64,962.10	\$ 66,800.65	\$ 68,639.20	\$ 70,477.75	\$ 98,668.85
2306	Director of Court Services	E	52	\$ 61,285.00	\$ 63,123.55	\$ 64,962.10	\$ 66,800.65	\$ 68,639.20	\$ 70,477.75	\$ 98,668.85
2053	Assistant Director of Purchasing	E	53	\$ 61,800.00	\$ 63,654.00	\$ 65,508.00	\$ 67,362.00	\$ 69,216.00	\$ 71,070.00	\$ 99,498.00
2463	Civil Engineer II	E	53	\$ 61,800.00	\$ 63,654.00	\$ 65,508.00	\$ 67,362.00	\$ 69,216.00	\$ 71,070.00	\$ 99,498.00
2532	Water/Sewer Development Coordinator	E	53	\$ 61,800.00	\$ 63,654.00	\$ 65,508.00	\$ 67,362.00	\$ 69,216.00	\$ 71,070.00	\$ 99,498.00
2706	Chief Wastewater Plant Operator	E	54	\$ 63,860.00	\$ 65,775.80	\$ 67,691.60	\$ 69,607.40	\$ 71,523.20	\$ 73,439.00	\$ 102,814.60
2720	Chief Water Plant Operator	E	54	\$ 63,860.00	\$ 65,775.80	\$ 67,691.60	\$ 69,607.40	\$ 71,523.20	\$ 73,439.00	\$ 102,814.60
2494	Geospatial Coordinator	E	55	\$ 64,272.00	\$ 66,200.16	\$ 68,128.32	\$ 70,056.48	\$ 71,984.64	\$ 73,912.80	\$ 103,477.92
2621	Fleet Management Superintendent	E	56	\$ 66,435.00	\$ 68,428.05	\$ 70,421.10	\$ 72,414.15	\$ 74,407.20	\$ 76,400.25	\$ 106,960.35
2470	Chief Building Official	E	57	\$ 66,950.00	\$ 68,958.50	\$ 70,967.00	\$ 72,975.50	\$ 74,984.00	\$ 76,992.50	\$ 107,789.50
2159	Geospatial Administrator	E	58	\$ 67,465.00	\$ 69,488.95	\$ 71,512.90	\$ 73,536.85	\$ 75,560.80	\$ 77,584.75	\$ 108,618.65
2066	Assistant Director of Human Resources	E	59	\$ 67,980.00	\$ 70,019.40	\$ 72,058.80	\$ 74,098.20	\$ 76,137.60	\$ 78,177.00	\$ 109,447.80
2266	Assistant Director of Parks & Recreation	E	59	\$ 67,980.00	\$ 70,019.40	\$ 72,058.80	\$ 74,098.20	\$ 76,137.60	\$ 78,177.00	\$ 109,447.80
3001	Assistant Director of Risk Management	E	59	\$ 67,980.00	\$ 70,019.40	\$ 72,058.80	\$ 74,098.20	\$ 76,137.60	\$ 78,177.00	\$ 109,447.80
2576	Assistant Director of Transit	E	59	\$ 67,980.00	\$ 70,019.40	\$ 72,058.80	\$ 74,098.20	\$ 76,137.60	\$ 78,177.00	\$ 109,447.80
2157	Voice & Collaboration Engineer	E	59	\$ 67,980.00	\$ 70,019.40	\$ 72,058.80	\$ 74,098.20	\$ 76,137.60	\$ 78,177.00	\$ 109,447.80
2141	MPO Manager	E	60	\$ 69,010.00	\$ 71,080.30	\$ 73,150.60	\$ 75,220.90	\$ 77,291.20	\$ 79,361.50	\$ 111,106.10
2154	Technology Supervisor	E	60	\$ 69,010.00	\$ 71,080.30	\$ 73,150.60	\$ 75,220.90	\$ 77,291.20	\$ 79,361.50	\$ 111,106.10
2143	Geospatial Manager	E	61	\$ 74,417.50	\$ 76,650.03	\$ 78,882.55	\$ 81,115.08	\$ 83,347.60	\$ 85,580.13	\$ 119,812.18

City of Johnson City, Tennessee
General Government Pay and Classification Plan - Effective July 1, 2023

Job Code	Title	FLSA	Grade	Entry	Step 1	Step 2	Step 3	Step 4	Suggested Market	Max
2549	Public Works Operations Manager	E	61	\$ 74,417.50	\$ 76,650.03	\$ 78,882.55	\$ 81,115.08	\$ 83,347.60	\$ 85,580.13	\$ 119,812.18
2150	Systems Administrator	E	61	\$ 74,417.50	\$ 76,650.03	\$ 78,882.55	\$ 81,115.08	\$ 83,347.60	\$ 85,580.13	\$ 119,812.18
2135	Assistant Finance Director	E	62	\$ 77,250.00	\$ 79,567.50	\$ 81,885.00	\$ 84,202.50	\$ 86,520.00	\$ 88,837.50	\$ 124,372.50
2498	Director of Budget and Performance Management	E	63	\$ 81,370.00	\$ 83,811.10	\$ 86,252.20	\$ 88,693.30	\$ 91,134.40	\$ 93,575.50	\$ 131,005.70
2170	Senior Systems Administrator	E	63	\$ 81,370.00	\$ 83,811.10	\$ 86,252.20	\$ 88,693.30	\$ 91,134.40	\$ 93,575.50	\$ 131,005.70
2156	Network Security Engineer	E	64	\$ 82,400.00	\$ 84,872.00	\$ 87,344.00	\$ 89,816.00	\$ 92,288.00	\$ 94,760.00	\$ 132,664.00
2293	Civic Center General Manager	E	64	\$ 82,400.00	\$ 84,872.00	\$ 87,344.00	\$ 89,816.00	\$ 92,288.00	\$ 94,760.00	\$ 132,664.00
2464	Civil Engineer III-PE	E	64	\$ 82,400.00	\$ 84,872.00	\$ 87,344.00	\$ 89,816.00	\$ 92,288.00	\$ 94,760.00	\$ 132,664.00
2461	Enviromentalist	E	64	\$ 82,400.00	\$ 84,872.00	\$ 87,344.00	\$ 89,816.00	\$ 92,288.00	\$ 94,760.00	\$ 132,664.00
2547	Solid Waste Manager	E	64	\$ 82,400.00	\$ 84,872.00	\$ 87,344.00	\$ 89,816.00	\$ 92,288.00	\$ 94,760.00	\$ 132,664.00
2459	Traffic Engineering Manager	E	64	\$ 82,400.00	\$ 84,872.00	\$ 87,344.00	\$ 89,816.00	\$ 92,288.00	\$ 94,760.00	\$ 132,664.00
2755	Water/Wastewater Maintenance Superintendent	E	64	\$ 82,400.00	\$ 84,872.00	\$ 87,344.00	\$ 89,816.00	\$ 92,288.00	\$ 94,760.00	\$ 132,664.00
2730	Water/Wastewater Superintendent	E	64	\$ 82,400.00	\$ 84,872.00	\$ 87,344.00	\$ 89,816.00	\$ 92,288.00	\$ 94,760.00	\$ 132,664.00
2556	Assistant Director of Public Works	E	65	\$ 88,360.61	\$ 91,011.43	\$ 93,662.25	\$ 96,313.06	\$ 98,963.88	\$ 101,614.70	\$ 142,260.58
2158	Assistant Director, Technology Security	E	65	\$ 88,360.61	\$ 91,011.43	\$ 93,662.25	\$ 96,313.06	\$ 98,963.88	\$ 101,614.70	\$ 142,260.58
2050	Director of Purchasing	E	65	\$ 88,360.61	\$ 91,011.43	\$ 93,662.25	\$ 96,313.06	\$ 98,963.88	\$ 101,614.70	\$ 142,260.58
2764	Assistant Director of Water/Wastewater Operations	E	66	\$ 97,232.00	\$ 100,148.96	\$ 103,065.92	\$ 105,982.88	\$ 108,899.84	\$ 111,816.80	\$ 156,543.52
2763	Assistant Director of Water/Wastewater Capital Delivery	E	66	\$ 97,232.00	\$ 100,148.96	\$ 103,065.92	\$ 105,982.88	\$ 108,899.84	\$ 111,816.80	\$ 156,543.52
2456	City Engineer	E	66	\$ 97,232.00	\$ 100,148.96	\$ 103,065.92	\$ 105,982.88	\$ 108,899.84	\$ 111,816.80	\$ 156,543.52
2620	Director of Fleet Management	E	67	\$ 98,880.00	\$ 101,846.40	\$ 104,812.80	\$ 107,779.20	\$ 110,745.60	\$ 113,712.00	\$ 159,196.80
2051	Director of Public Affairs	E	67	\$ 98,880.00	\$ 101,846.40	\$ 104,812.80	\$ 107,779.20	\$ 110,745.60	\$ 113,712.00	\$ 159,196.80
2075	Director of Risk Management	E	67	\$ 98,880.00	\$ 101,846.40	\$ 104,812.80	\$ 107,779.20	\$ 110,745.60	\$ 113,712.00	\$ 159,196.80
2484	Economic Development Director	E	67	\$ 98,880.00	\$ 101,846.40	\$ 104,812.80	\$ 107,779.20	\$ 110,745.60	\$ 113,712.00	\$ 159,196.80
2310	Facilities Director	E	67	\$ 98,880.00	\$ 101,846.40	\$ 104,812.80	\$ 107,779.20	\$ 110,745.60	\$ 113,712.00	\$ 159,196.80
2070	Director of Human Resources	E	68	\$ 108,150.00	\$ 111,394.50	\$ 114,639.00	\$ 117,883.50	\$ 121,128.00	\$ 124,372.50	\$ 174,121.50
2155	Director of Information Technology	E	68	\$ 108,150.00	\$ 111,394.50	\$ 114,639.00	\$ 117,883.50	\$ 121,128.00	\$ 124,372.50	\$ 174,121.50
2295	Director of Parks & Recreation	E	68	\$ 108,150.00	\$ 111,394.50	\$ 114,639.00	\$ 117,883.50	\$ 121,128.00	\$ 124,372.50	\$ 174,121.50
2481	Director of Planning & Development Services	E	68	\$ 108,150.00	\$ 111,394.50	\$ 114,639.00	\$ 117,883.50	\$ 121,128.00	\$ 124,372.50	\$ 174,121.50
2575	Transit Director	E	68	\$ 108,150.00	\$ 111,394.50	\$ 114,639.00	\$ 117,883.50	\$ 121,128.00	\$ 124,372.50	\$ 174,121.50
2077	Staff Attorney	E	69	\$ 113,300.00	\$ 116,699.00	\$ 120,098.00	\$ 123,497.00	\$ 126,896.00	\$ 130,295.00	\$ 182,413.00
2557	Director of Public Works	E	70	\$ 123,600.00	\$ 127,308.00	\$ 131,016.00	\$ 134,724.00	\$ 138,432.00	\$ 142,140.00	\$ 198,996.00
2765	Director of Water/Wastewater	E	70	\$ 123,600.00	\$ 127,308.00	\$ 131,016.00	\$ 134,724.00	\$ 138,432.00	\$ 142,140.00	\$ 198,996.00
2134	Finance Director/City Recorder/Treasurer	E	70	\$ 123,600.00	\$ 127,308.00	\$ 131,016.00	\$ 134,724.00	\$ 138,432.00	\$ 142,140.00	\$ 198,996.00
2087	Senior Staff Attorney	E	70	\$ 123,600.00	\$ 127,308.00	\$ 131,016.00	\$ 134,724.00	\$ 138,432.00	\$ 142,140.00	\$ 198,996.00

City of Johnson City, Tennessee
General Government Pay and Classification Plan - Effective July 1, 2023

Job Code	Title	FLSA	Grade	Entry	Step 1	Step 2	Step 3	Step 4	Suggested Market	Max
2039	Assistant City Manager	E	71	\$ 144,200.00	\$ 148,526.00	\$ 152,852.00	\$ 157,178.00	\$ 161,504.00	\$ 165,830.00	\$ 232,162.00