

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 |

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|----------|--|------|-------|--------------|--------------|--------------|--------------|--------------|------------------|--------------|
| 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 |

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|----------|---|------|-------|--------------|--------------|--------------|--------------|--------------|------------------|--------------|
| 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 |
| 3025 | Organizational Development 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 |

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 |
|----------|---|------|-------|---------------|---------------|---------------|---------------|---------------|------------------|---------------|
| 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 |
| 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 |

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 |
|----------|---|------|-------|---------------|---------------|---------------|---------------|---------------|------------------|---------------|
| 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 |
| 2295 | Director of Parks & Recreation | E | 68 | \$ 111,404.80 | \$ 114,753.60 | \$ 118,081.60 | \$ 121,430.40 | \$ 124,779.20 | \$ 128,107.20 | \$ 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 | \$ 128,107.20 | \$ 179,358.40 |
| 2575 | Transit Director | E | 68 | \$ 111,404.80 | \$ 114,753.60 | \$ 118,081.60 | \$ 121,430.40 | \$ 124,779.20 | \$ 128,107.20 | \$ 179,358.40 |
| 2077 | Staff Attorney | E | 69 | \$ 116,708.80 | \$ 120,203.20 | \$ 123,718.40 | \$ 127,212.80 | \$ 130,707.20 | \$ 134,222.40 | \$ 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 | \$ 146,411.20 | \$ 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 | \$ 146,411.20 | \$ 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 | \$ 146,411.20 | \$ 204,984.00 |
| 2087 | Senior Staff Attorney | E | 70 | \$ 127,316.80 | \$ 131,144.00 | \$ 134,950.40 | \$ 138,777.60 | \$ 142,604.80 | \$ 146,411.20 | \$ 204,984.00 |
| 2039 | Assistant City Manager | E | 71 | \$ 148,532.80 | \$ 152,984.00 | \$ 157,435.20 | \$ 161,907.20 | \$ 166,358.40 | \$ 170,809.60 | \$ 239,137.60 |
| 2040 | Deputy City Manager | E | 72 | \$ 150,000.00 | \$ 154,502.40 | \$ 158,995.20 | \$ 163,508.80 | \$ 168,001.60 | \$ 172,494.40 | \$ 241,488.00 |