

**City of Johnson City, Tennessee**  
**Pay and Classification Plan - Effective FY 22-23**

Job Code	Title	FLSA	Pay Plan	Pay Grade	Minimum	Control Mid	Maximum
2585	Custodian	N	I	101	24,564.80	29,660.80	35,193.60
2005	Office Assistant	N	I	102	25,937.60	31,283.20	37,169.60
2015	Receptionist	N	I	102	25,937.60	31,283.20	37,169.60
2287	Meal Coordinator	N	I	103	27,248.00	32,864.00	39,020.80
2222	Golf Shop Attendant	N	I	104	28,641.60	34,486.40	40,996.80
2505	Public Service Worker	N	I	104	28,641.60	34,486.40	40,996.80
2010	Clerical Specialist I	N	I	105	29,972.80	36,212.80	45,905.60
2516	Park Services Technician	N	I	105	29,972.80	36,212.80	45,905.60
2230	Recreation Generalist	N	I	105	29,972.80	36,212.80	45,905.60
2055	Stores Clerk	N	I	105	29,972.80	36,212.80	45,905.60
2606	Tire Service Worker	N	I	105	29,972.80	36,212.80	45,905.60
2012	Clerical Specialist II	N	I	106	31,595.20	38,084.80	48,297.60
2592	Freedom Hall Maintenance Worker	N	I	106	31,595.20	38,084.80	48,297.60
2231	Landscape Technician	N	I	106	31,595.20	38,084.80	48,297.60
2586	Lead Custodian	N	I	106	31,595.20	38,084.80	48,297.60
2740	Meter Reader	N	I	106	31,595.20	38,084.80	48,297.60
2602	Parts Clerk	N	I	106	31,595.20	38,084.80	48,297.60
2806	Police Records Clerk	N	I	106	31,595.20	38,084.80	48,297.60
2109	Box Office Clerk	N	I	107	33,092.80	39,936.00	50,668.80
2111	Customer Service Clerk	N	I	107	33,092.80	39,936.00	50,668.80
2017	Family Justice Center Secretary (Grant Funded)	N	I	107	33,092.80	39,936.00	50,668.80
2605	Fleet Management Maintenance Technician	N	I	107	33,092.80	39,936.00	50,668.80
2020	Secretary	N	I	107	33,092.80	39,936.00	50,668.80
2112	Collections/Customer Service Clerk	N	I	108	34,694.40	41,953.60	53,185.60
2011	Courtroom Assistant	N	I	108	34,694.40	41,953.60	53,185.60
2807	Crime Analyst	N	I	108	34,694.40	41,953.60	53,185.60
2259	Head Lifeguard	N	I	108	34,694.40	41,953.60	53,185.60
2146	Network Technician	N	I	108	34,694.40	41,953.60	53,185.60
2108	Senior Account Clerk	N	I	108	34,694.40	41,953.60	53,185.60
2741	Senior Meter Reader	N	I	108	34,694.40	41,953.60	53,185.60
2448	Traffic Signs & Markings Technician	N	I	108	34,694.40	41,953.60	53,185.60
2707	Wastewater Plant Operator I	N	I	108	34,694.40	41,953.60	53,185.60
2710	Water Plant Operator I	N	I	108	34,694.40	41,953.60	53,185.60
2021	Administrative Coordinator	N	I	109	36,400.00	44,096.00	55,827.20
2261	Athletic Coordinator	N	I	109	36,400.00	44,096.00	55,827.20
2016	Child Support Enforcement Specialist	N	I	109	36,400.00	44,096.00	55,827.20
2809	Correctional Officer	N	I	109	36,400.00	44,096.00	55,827.20
2501	Development Technician	N	I	109	36,400.00	44,096.00	55,827.20
2650	Facilities Maintenance Mechanic	N	I	109	36,400.00	44,096.00	55,827.20
2280	In-Home Service Coordinator	N	I	109	36,400.00	44,096.00	55,827.20
2574	Maintenance Coordinator - Transit	N	I	109	36,400.00	44,096.00	55,827.20
2566	Para Transit Coordinator	N	I	109	36,400.00	44,096.00	55,827.20
2309	Permit Technician	N	I	109	36,400.00	44,096.00	55,827.20
2283	Program Coordinator	N	I	109	36,400.00	44,096.00	55,827.20
2276	Seniors' Health & Education Coordinator	N	I	109	36,400.00	44,096.00	55,827.20
2257	Special Events Coordinator	N	I	109	36,400.00	44,096.00	55,827.20
2451	Survey Technician	N	I	109	36,400.00	44,096.00	55,827.20
2225	Assistant Golf Manager	N	I	110	38,334.40	46,238.40	58,593.60
8030	Firefighter Trainee	N	I	110	38,334.40	46,238.40	58,593.60
2223	Golf Maintenance Technician	N	I	110	38,334.40	46,238.40	58,593.60
2480	Printer Specialist	N	I	110	38,334.40	46,238.40	58,593.60
2493	Senior Planning Technician	N	I	110	38,334.40	46,238.40	58,593.60
2644	Water/Wastewater Maintenance Mechanic I	N	I	110	38,334.40	46,238.40	58,593.60
2116	Accounts Payable Specialist	N	I	111	40,227.20	48,505.60	61,505.60
2236	Aquatics Center Supervisor	E	I	111	40,227.20	48,505.60	61,505.60
2510	Blaster Equipment Operator	N	I	111	40,227.20	48,505.60	61,505.60

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2054	Buyer	N	I	111	40,227.20	48,505.60	61,505.60
2234	Center Supervisor	E	I	111	40,227.20	48,505.60	61,505.60
2810	Chief Correctional Officer	N	I	111	40,227.20	48,505.60	61,505.60
2475	Code Enforcement Officer	N	I	111	40,227.20	48,505.60	61,505.60
2647	Crane Truck Operator	N	I	111	40,227.20	48,505.60	61,505.60
2726	Cross Connection Inspector	N	I	111	40,227.20	48,505.60	61,505.60
8031	Firefighter	N	I	111	40,227.20	48,505.60	61,505.60
2591	Freedom Hall Maintenance Supervisor	N	I	111	40,227.20	48,505.60	61,505.60
2308	Municipal Court Clerk	N	I	111	40,227.20	48,505.60	61,505.60
2028	Office Manager	N	I	111	40,227.20	48,505.60	61,505.60
2603	Parts Manager	N	I	111	40,227.20	48,505.60	61,505.60
7200	Police Officer Trainee	N	I	111	40,227.20	48,505.60	61,505.60
2026	Records Specialist	N	I	111	40,227.20	48,505.60	61,505.60
2025	Risk Management Specialist	N	I	111	40,227.20	48,505.60	61,505.60
2457	Traffic Signal Technician	N	I	111	40,227.20	48,505.60	61,505.60
2027	Transit Office Manager	N	I	111	40,227.20	48,505.60	61,505.60
2558	Transit Technology Specialist	N	I	111	40,227.20	48,505.60	61,505.60
2645	Water/Wastewater Maintenance Mechanic II	N	I	111	40,227.20	48,505.60	61,505.60
2114	Accounting Technician	N	I	112	42,265.60	51,043.20	64,688.00
2611	Service Technician	N	I	112	42,265.60	51,043.20	64,688.00
2477	Code Enforcement Officer II	N	I	112	42,265.60	51,043.20	64,688.00
2530	Crew Supervisor	N	I	112	42,265.60	51,043.20	64,688.00
2018	Chief Deputy Clerk	N	I	112	42,265.60	51,043.20	64,688.00
2450	Engineering Technician	N	I	112	42,265.60	51,043.20	64,688.00
2651	Facilities Maintenance Mechanic II	N	I	112	42,265.60	51,043.20	64,688.00
2151	Geospatial Technician	N	I	112	42,265.60	51,043.20	64,688.00
2023	Human Resources Generalist	N	I	112	42,265.60	51,043.20	64,688.00
2286	Maintenance Supervisor	N	I	112	42,265.60	51,043.20	64,688.00
2517	Park Services Crew Supervisor	N	I	112	42,265.60	51,043.20	64,688.00
2502	Permitting Coordinator	N	I	112	42,265.60	51,043.20	64,688.00
7211	Police Officer	N	I	112	42,265.60	51,043.20	64,688.00
2305	Probation Officer	N	I	112	42,265.60	51,043.20	64,688.00
2468	Trades Inspector I	N	I	112	42,265.60	51,043.20	64,688.00
2708	Wastewater Plant Operator II	N	I	112	42,265.60	51,043.20	64,688.00
2711	Water Plant Operator II	N	I	112	42,265.60	51,043.20	64,688.00
2704	Water/Wastewater Warehouse Supervisor	N	I	112	42,265.60	51,043.20	64,688.00
2107	Collections Specialist	N	I	113	44,408.00	53,601.60	67,849.60
2145	Communications Specialist	E	I	113	44,408.00	53,601.60	67,849.60
7401	Family Justice Center Site Coordinator	E	I	113	44,408.00	53,601.60	67,849.60
2224	Golf Course Superintendent	N	I	113	44,408.00	53,601.60	67,849.60
2725	Instrumentation/Control Technician	N	I	113	44,408.00	53,601.60	67,849.60
2147	IT Specialist	N	I	113	44,408.00	53,601.60	67,849.60
2760	Laboratory Analyst	N	I	113	44,408.00	53,601.60	67,849.60
2613	Master Service Technician	N	I	113	44,408.00	53,601.60	67,849.60
2043	Multimedia Specialist	E	I	113	44,408.00	53,601.60	67,849.60
2254	Promotions & Events Coordinator	N	I	113	44,408.00	53,601.60	67,849.60
2646	Sewer Rehabilitation Coordinator	N	I	113	44,408.00	53,601.60	67,849.60
2133	Tax Specialist	N	I	113	44,408.00	53,601.60	67,849.60
2709	Wastewater Plant Operator III	N	I	113	44,408.00	53,601.60	67,849.60
2712	Water Plant Operator III	N	I	113	44,408.00	53,601.60	67,849.60
2013	Administrative Services Manager	E	I	114	46,571.20	56,264.00	71,281.60
2265	Assistant Park Services Manager	E	I	114	46,571.20	56,264.00	71,281.60
2643	Communications Manager	N	I	114	46,571.20	56,264.00	71,281.60
2454	Construction Inspector	N	I	114	46,571.20	56,264.00	71,281.60
2447	Design & Construction Coordinator	N	I	114	46,571.20	56,264.00	71,281.60
2455	Engineering Technician II	N	I	114	46,571.20	56,264.00	71,281.60

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2503	Environmental Coordinator	N	I	114	46,571.20	56,264.00	71,281.60
2030	Executive Assistant	N	I	114	46,571.20	56,264.00	71,281.60
8091	Fire Driver Engineer	N	I	114	46,571.20	56,264.00	71,281.60
2906	Fire Equipment Technician	N	I	114	46,571.20	56,264.00	71,281.60
2590	Freedom Hall Building Manager	N	I	114	46,571.20	56,264.00	71,281.60
2535	General Supervisor	N	I	114	46,571.20	56,264.00	71,281.60
2149	Geospatial Specialist	N	I	114	46,571.20	56,264.00	71,281.60
2031	Management Analyst	E	I	114	46,571.20	56,264.00	71,281.60
2014	Paralegal	N	I	114	46,571.20	56,264.00	71,281.60
2048	Public Information Specialist	E	I	114	46,571.20	56,264.00	71,281.60
2569	School Transportation Supervisor	E	I	114	46,571.20	56,264.00	71,281.60
2612	Senior Service Technician	N	I	114	46,571.20	56,264.00	71,281.60
2568	Special Ed Transportation Supervisor	E	I	114	46,571.20	56,264.00	71,281.60
2466	Stormwater Inspector	N	I	114	46,571.20	56,264.00	71,281.60
2452	Surveyor	N	I	114	46,571.20	56,264.00	71,281.60
2469	Trades Inspector II	N	I	114	46,571.20	56,264.00	71,281.60
2053	Assistant Director of Purchasing	E	I	115	48,859.20	59,051.20	74,859.20
2022	Box Office Manager	N	I	115	48,859.20	59,051.20	74,859.20
2069	CDL Compliance & Training Coordinator	E	I	115	48,859.20	59,051.20	74,859.20
2491	City Forester	E	I	115	48,859.20	59,051.20	74,859.20
2460	Civil Engineer I	E	I	115	48,859.20	59,051.20	74,859.20
2138	Customer Service Supervisor	E	I	115	48,859.20	59,051.20	74,859.20
2616	Fleet Maintenance Supervisor	N	I	115	48,859.20	59,051.20	74,859.20
2219	Golf Maintenance Manager	E	I	115	48,859.20	59,051.20	74,859.20
2067	Human Resources Coordinator	N	I	115	48,859.20	59,051.20	74,859.20
2071	Occupational Health & Safety Coordinator	E	I	115	48,859.20	59,051.20	74,859.20
2453	Pretreatment Coordinator	E	I	115	48,859.20	59,051.20	74,859.20
2078	Solid Waste Health, Safety, & Skills Training Specialist	E	I	115	48,859.20	59,051.20	74,859.20
2458	Surveyor Supervisor	N	I	115	48,859.20	59,051.20	74,859.20
2489	Transit Planner	E	I	115	48,859.20	59,051.20	74,859.20
2497	Transportation Planner	E	I	115	48,859.20	59,051.20	74,859.20
2073	Water/Sewer Health, Safety & Skills Training Specialist	E	I	115	48,859.20	59,051.20	74,859.20
2548	Assistant Solid Waste Manager	E	I	116	51,272.00	62,004.80	78,561.60
2753	Assistant Water/Wastewater Maintenance Superintendent	E	I	116	51,272.00	62,004.80	78,561.60
2706	Chief Wastewater Plant Operator	E	I	116	51,272.00	62,004.80	78,561.60
2720	Chief Water Plant Operator	E	I	116	51,272.00	62,004.80	78,561.60
2049	Digital Communications Manager	E	I	116	51,272.00	62,004.80	78,561.60
8121	Fire Lieutenant	N	I	116	51,272.00	62,004.80	78,561.60
8067	Fire Prevention Officer (Civilian)	N	I	116	51,272.00	62,004.80	78,561.60
2482	Planner	E	I	116	51,272.00	62,004.80	78,561.60
7241	Police Sergeant	N	I	116	51,272.00	62,004.80	78,561.60
2132	Staff Accountant	E	I	116	51,272.00	62,004.80	78,561.60
2472	Trades Inspector III	N	I	116	51,272.00	62,004.80	78,561.60
2751	Water/Wastewater Engineering Services Coordinator	E	I	116	51,272.00	62,004.80	78,561.60
2723	Water/Wastewater Maintenance Supervisor	E	I	116	51,272.00	62,004.80	78,561.60
2262	Athletic Manager	E	I	117	53,851.20	65,083.20	82,409.60
2290	Facilities Maintenance Manager	N	I	117	53,851.20	65,083.20	82,409.60
2221	Golf Manager	E	I	117	53,851.20	65,083.20	82,409.60
2264	Park Services Manager	E	I	117	53,851.20	65,083.20	82,409.60
2263	Recreation Services Manager	E	I	117	53,851.20	65,083.20	82,409.60
2479	Senior Planner	E	I	117	53,851.20	65,083.20	82,409.60
2271	Senior Services Manager	E	I	117	53,851.20	65,083.20	82,409.60
2495	Transit Senior Planner	E	I	117	53,851.20	65,083.20	82,409.60
2470	Chief Building Official	E	I	118	56,534.40	68,286.40	86,507.20
2463	Civil Engineer II	E	I	118	56,534.40	68,286.40	86,507.20
2160	Cloud Software Support Specialist	E	I	118	56,534.40	68,286.40	86,507.20

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2140	Customer Service Manager	E	I	118	56,534.40	68,286.40	86,507.20
2461	Environmental Auditor	E	I	118	56,534.40	68,286.40	86,507.20
2131	Finance Supervisor	E	I	118	56,534.40	68,286.40	86,507.20
8059	Fire Marshal (Civilian)	E	I	118	56,534.40	68,286.40	86,507.20
2144	Geospatial Analyst	N	I	118	56,534.40	68,286.40	86,507.20
2150	Technology Administrator	E	I	118	56,534.40	68,286.40	86,507.20
2154	Technology Supervisor	E	I	118	56,534.40	68,286.40	86,507.20
2445	Traffic Signs & Markings Specialist	E	I	118	56,534.40	68,286.40	86,507.20
2449	Traffic Systems Specialist	E	I	118	56,534.40	68,286.40	86,507.20
2485	Development Coordinator	E	I	119	59,384.00	71,760.00	90,875.20
2812	Jail Superintendent	E	I	119	59,384.00	71,760.00	90,875.20
7271	Police Lieutenant	N	I	119	59,384.00	71,760.00	90,875.20
2532	Water/Sewer Development Coordinator	E	I	119	59,384.00	71,760.00	90,875.20
2266	Assistant Director of Parks & Recreation	E	I	120	62,358.40	75,379.20	95,513.60
2046	Communications & Marketing Director	E	I	120	62,358.40	75,379.20	95,513.60
2490	Community Development Coordinator	E	I	120	62,358.40	75,379.20	95,513.60
8151	District Fire Chief	N	I	120	62,358.40	75,379.20	95,513.60
2621	Fleet Management Superintendent	E	I	120	62,358.40	75,379.20	95,513.60
2494	Geospatial Coordinator	E	I	120	62,358.40	75,379.20	95,513.60
2141	MPO Manager	E	I	120	62,358.40	75,379.20	95,513.60
2500	Development Services Manager	E	I	121	65,457.60	79,102.40	100,276.80
2306	Director of Court Services	E	I	121	65,457.60	79,102.40	100,276.80
2050	Director of Purchasing	E	I	121	65,457.60	79,102.40	100,276.80
2075	Director of Risk Management	E	I	121	65,457.60	79,102.40	100,276.80
2159	Geospatial Administrator	E	I	121	65,457.60	79,102.40	100,276.80
2156	Network Security Engineer	E	I	121	65,457.60	79,102.40	100,276.80
7301	Police Captain	E	I	121	65,457.60	79,102.40	100,276.80
2547	Solid Waste Manager	E	I	121	65,457.60	79,102.40	100,276.80
2157	Voice & Collaboration Engineer	E	I	121	65,457.60	79,102.40	100,276.80
2755	Water/Wastewater Maintenance Superintendent	E	I	121	65,457.60	79,102.40	100,276.80
2730	Water/Wastewater Superintendent	E	I	121	65,457.60	79,102.40	100,276.80
2576	Assistant Director of Transit	E	I	122	68,848.00	83,116.80	105,289.60
2135	Assistant Finance Director	E	I	122	68,848.00	83,116.80	105,289.60
8242	Deputy Fire Chief	E	I	122	68,848.00	83,116.80	105,289.60
2293	Freedom Hall General Manager	E	I	122	68,848.00	83,116.80	105,289.60
2549	Public Works Operations Manager	E	I	122	68,848.00	83,116.80	105,289.60
2158	Assistant Director, Technology Security	E	I	123	72,196.80	87,276.80	110,572.80
2464	Civil Engineer III-PE	E	I	123	72,196.80	87,276.80	110,572.80
2498	Director of Budget and Performance Management	E	I	123	72,196.80	87,276.80	110,572.80
2620	Director of Fleet Management	E	I	123	72,196.80	87,276.80	110,572.80
2143	Geospatial Manager	E	I	123	72,196.80	87,276.80	110,572.80
2473	Mechanical Engineer	E	I	123	72,196.80	87,276.80	110,572.80
7332	Police Major	E	I	123	72,196.80	87,276.80	110,572.80
2459	Traffic Engineering Manager	E	I	123	72,196.80	87,276.80	110,572.80
2556	Assistant Director of Public Works	E	I	124	77,334.40	93,288.00	118,102.40
2762	Assistant Director of Water/Wastewater	E	I	124	77,334.40	93,288.00	118,102.40
2763	Assistant Director of Water/Wastewater Capital Planning	E	I	124	77,334.40	93,288.00	118,102.40
2456	City Engineer	E	I	124	77,334.40	93,288.00	118,102.40
7350	Deputy Police Chief	E	I	124	77,334.40	93,288.00	118,102.40
2310	Facilities Director	E	I	124	77,334.40	93,288.00	118,102.40
2764	W/WW Operations Manager	E	I	124	77,334.40	93,288.00	118,102.40
2070	Director of Human Resources	E	I	125	82,721.60	99,840.00	126,464.00
2155	Director of Information Technology	E	I	125	82,721.60	99,840.00	126,464.00
2295	Director of Parks & Recreation	E	I	125	82,721.60	99,840.00	126,464.00
2051	Director of Public Affairs	E	I	125	82,721.60	99,840.00	126,464.00
2485	Economic Development Director	E	I	125	82,721.60	99,840.00	126,464.00

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2575	Transit Director	E	I	125	82,721.60	99,840.00	126,464.00
2481	Director of Planning & Development Services	E	I	126	88,524.80	106,828.80	143,499.20
2557	Director of Public Works	E	I	126	88,524.80	106,828.80	143,499.20
2765	Director of Water/Wastewater	E	I	126	88,524.80	106,828.80	143,499.20
2134	Finance Director/City Recorder/Treasurer	E	I	126	88,524.80	106,828.80	143,499.20
8241	Fire Chief	E	I	126	88,524.80	106,828.80	143,499.20
7351	Police Chief	E	I	126	88,524.80	106,828.80	143,499.20
2039	Assistant City Manager	E	I	127	97,385.60	117,499.20	157,830.40
2515	MEO I	N	I	105-CDL	35,401.60	42,835.94	54,164.45
2282	Seniors' Custodial/Transportation Aide	N	I	106-CDL	36,441.60	44,094.34	55,755.65
2562	Transit Operator I	N	I	106-CDL	36,441.60	44,094.34	55,755.65
2520	MEO II	N	I	107-CDL	37,648.00	45,554.08	57,601.44
2526	Tree Trimmer I	N	I	107-CDL	37,648.00	45,554.08	57,601.44
2521	Sanitation Equipment Operator	N	I	108-CDL	38,896.00	47,064.16	59,510.88
2563	Transit Operator II	N	I	108-CDL	38,896.00	47,064.16	59,510.88
2705	Water/Wastewater Service Worker	N	I	108-CDL	38,896.00	47,064.16	59,510.88
2652	Concrete Maintenance Worker	N	I	109-CDL	40,768.00	49,329.28	62,375.04
2525	MEO III	N	I	109-CDL	40,768.00	49,329.28	62,375.04
2522	Sanitation Equipment Operator II	N	I	109-CDL	40,768.00	49,329.28	62,375.04
2527	Tree Trimmer II	N	I	109-CDL	40,768.00	49,329.28	62,375.04
2564	Transit Operator III	N	I	110-CDL	42,224.00	51,091.04	64,602.72
2523	Sanitation Equipment Operator III	N	I	111-CDL	43,264.00	52,349.44	66,193.92

**City of Johnson City, Tennessee**  
Pay and Classification Plan - Effective FY 22-23

Job Code	Title	FLSA	Pay Plan	Pay Grade	Minimum	Control Mid	Maximum
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