



TOWN OF ASHLAND CITY

Budget Meeting

June 16, 2020 6:00 PM

Agenda

Chairman: Mayor Steve Allen

Committee Members: Tim Adkins, Daniel Anderson, Gerald Greer, Lisa Walker, Roger Jackson, Chris Kerrigan

CALL TO ORDER

ROLL CALL

APPROVAL OF AGENDA

APPROVAL OF MINUTES

- [1.](#) Budget Meeting Minutes 4-21-2020

OLD BUSINESS:

- [2.](#) Salary Study

NEW BUSINESS:

OTHER.

ADJOURNMENT

Those with disabilities who require certain accommodations in order to allow them to observe and/or participate in this meeting, or who have questions regarding the accessibility of the meeting, should contact the ADA Coordinator at 615-792-6455, M-F 8:00 AM – 4:00 PM. The town will make reasonable accommodations for those persons.



TOWN OF ASHLAND CITY Budget Meeting April 21, 2020 6:00 PM Minutes

CALL TO ORDER

Mayor Allen called the meeting to order at 6:12 p.m. stating, "I, Steven Allen, Mayor for the Town of Ashland City, and I hereby call to order the April 21, 2020 Budget Meeting of the Town of Ashland City. Due to the COVID19 pandemic, and in accordance with Governor Bill Lee's Executive Order 16, this meeting is being conducted with limited physical public access. The meeting is being made available however to public via live video stream on the Zoom application. The meeting is being done by electronic means to protect the public health, safety, and welfare of the City's citizens in light of the COVID19 pandemic"

ROLL CALL

PRESENT

Chairman Mayor Steve Allen
Vice Chairman Roger Jackson
Committee Member Tim Adkins
Committee Member Daniel Anderson
Committee Member Gerald Greer
Committee Member Chris Kerrigan
Committee Member Lisa Walker
All members reported via electronic means.

APPROVAL OF AGENDA

A motion was made by Committee Member Greer, seconded by Committee Member Anderson, to approve the agenda as written. All approved by voice vote.

APPROVAL OF MINUTES

1. March 17, 2020 Budget Meeting Minutes

Ms. Walker stated she had a correction under Approval of Minutes it stated there were a couple of corrections, but it only lists one. A motion was made by Committee Member Anderson, seconded by Committee Member Kerrigan, to approve the March 17, 2020 meeting minutes with the correction made by Ms. Walker. All approved by voice vote.

NEW BUSINESS:

2. Fire Department Budget

Ms. Bowman stated the last three (3) years are shown in the departmental budget. She stated in the wages line item they are adding a one hundred thousand dollars (\$100,000) as a pass through for county coverage and increasing the part time hourly rate from thirteen fifty (\$13.50) to fifteen fifty (\$15.50) per hour. Ms. Bowman stated she put descriptions in each of the line items. Further, the telephone cost increased due to the new employees that were added to the budget last year. She stated that there is forty-three thousand dollars (\$43,000) for replacing the pour into place rubber at Fire Station II playground. The next change is under the capital outlay line item being the construction of the fire hall, the purchase of the fire truck, and three (3) shade structures at Fire Station II. Chief Walker stated in this year's budget we have the down payment for the fire truck and in next year's budget is the payment. Further, we have applied for a grant with USDA and are looking at getting a one hundred thousand-dollar (\$100,000) grant toward this purchase. Vice Mayor Anderson questioned if Chief Walker has spoken to the county about the rural protection we provide. Chief Walker stated yes, he has, but the county has been slow about getting back with him. Chief Walker stated he sent everyone an email this

afternoon in regard to replacing the trucks. He further displayed the email. Councilman Jackson questioned getting hard copies of the budget to review. Councilman Adkins stated he would like to have hard copies as well. Ms. Bowman stated she can print hard copies for everyone to pick up if they would like. Chief Walker explained the average age of the department's fire trucks is nineteen point six (19.6) years. They are looking at surplus two (2) trucks with this purchase. Further with the grant and down payment we are looking at an eighty-five thousand dollar (\$85,000) a year payment if they are awarded the grant and make the down payment this fiscal year. Committee Member Jackson questioned if this truck will have a pump on it. Chief Walker stated this is a quint truck and will be used as a dual purpose as it runs like an engine and has a ladder on it. Councilman Anderson asked Chief Walker to explain how this ISO rating would help the residents. Chief Walker stated their homeowner's insurance is based on the ISO ratings and we are currently a class four (4) and in order to keep this rating we would need a ladder truck at both buildings. He further stated it helps the industries being below a class five. Committee Member Adkins questioned when we will hear about the grant. Ms. Reed stated she has been working on the application and process this week and she hopes to submit it to USDA this week. Further, once submitted it will take two to three (2-3) weeks for review and approval.

3. Water Department Budget

Mr. Biggers stated the only thing he has added is replacing the new filter and adding another one this year. Further, the pump stations are listed, but we are working on a grant that will possibly pay for all six (6) of the pump stations. Other than those changes everything else is the same as last year. Ms. Reed stated this budget is part of the packet and it will pull right up on the website. Committee Member Jackson questioned line item for Freight and Shipping. Ms. Bowman stated she has had Ms. Jamie working on this to try to true up this number and this cost has not been coming out as it should, but they are trying to correct this. Committee Member Jackson questioned if the insurance is going up that much. Ms. Bowman stated this is not a true figure because they haven't given us those numbers yet. Ms. Reed stated she has been working on this and the initial numbers they came back with was a twenty-seven percent (27%) increase. Further, they are bidding it with several other insurance companies to try to reduce this cost. Committee Member Jackson questioned if the first filter has been completed. Mr. Biggers responded the inspector has to come down yet as he will have to be here when the sand is added and it is started up for warranty purposes. Councilman Anderson questioned if we have purchased the property from the county. Mayor responded Ms. Jennifer is working on that now. Ms. Reed stated Ms. Jennifer said they have discussed this with the county attorney and there has been some back and forth there, but hopefully it will be ready for council next week.

4. Public Works Department Budget

Mr. Biggers stated the only thing he has special in this budget is finishing out the shop in the rear for twenty-five thousand dollars (\$25,000) in the capital outlay line item. This will add doors and close it in. He further stated the paving will need to be rolled over into next year. Ms. Bowman stated this will be in the Street Aid budget. Committee Member Anderson questioned fixing a right of way off of Ash Court that is in bad shape. He asked if when we start paving if it can be looked at. Mr. Biggers asked if it is paved or gravel. Committee Member Anderson stated it is paved now but is washed out and he asked for Mr. Biggers to keep this in the back of his mind for when the times comes.

5. Street Aid Budget

Ms. Bowman stated this is to re appropriate funds from last year into next fiscal year so that paving can be done after July 1.

OLD BUSINESS:

6. General Government/ Recorder Budget

Ms. Reed stated the big changes you will see in this budget is the full-time assistant for the Mayor. Committee Member Adkins questioned if we can discuss the janitorial position. Ms. Bowman stated during the last budget year this position was a contracted position, but we

realized she should have been an employee instead of a contract position. Further, she works part-time for the city. Ms. Reed stated she doesn't qualify as a contract employee under the IRS standards. Ms. Reed stated the miscellaneous line item pays the city's portion of the tax relief program. Ms. Reed stated the event committee will let us know if that line item is good. She mentioned the home grant is listed and they hope to hear back on that soon. Further, the construction of city hall is listed in the capital outlay line item. Committee Member Adkins questioned where we stand on the mayor's assistant position. Mayor stated he is waiting on this virus to settle down to revisit hiring for this position. Further, once the regular employees come back to work full-time he will revisit this.

OTHER.

Mayor stated we need to have a called meeting and asked Ms. Reed to explain this further. Ms. Reed stated there is a resolution that will need to be passed for the grant money the state is offering. Committee Member Adkins questioned how the money will be used. Ms. Reed shared the project categories on the screen. Ms. Bowman asked if we would have a Budget meeting as well next week to discuss revenues. Committee Member Jackson questioned the total amount of the grant. Ms. Reed stated it is one hundred thirty-three thousand six hundred and eleven dollars (\$133,611). Mayor stated we want to get the most bang for our buck. Councilman Jackson questioned doing something for the kids and families. Mayor stated parks and such we cannot do under this grant. Ms. Reed stated she will send out the email with the project categories and asked for ideas for use to be sent to her by the end of the week. Committee Member Adkins questioned if we have any expenses due to COVID19. Mayor stated no. A motion was made by Vice Chairman Jackson, seconded by Committee Member Adkins, to hold a special called council meeting next Tuesday, April 28, 2020 at 6:00 p.m. All approved by voice vote.

Mayor stated he will hopefully have a meeting Thursday or Friday on the salary study. Vice Mayor Anderson questioned when we did a salary study last. Mayor stated he thought it was two (2) or three (3) years ago. Mayor questioned the cost. Ms. Reed stated she would have to look. Councilman Adkins stated he thought it was about sixteen thousand dollars (\$16,000). Mayor stated he agrees he would rather use the money to improve salaries instead of spending money on these studies. Ms. Walker stated she thought it was in 2017. Vice Mayor Anderson questioned why we asked for it to be done. Ms. Reed stated when we set the budget last year there was an employee going off the pay scale, but when the budget was approved the motion was made to do a salary study.

Committee Member Jackson questioned the rehab and extra three million dollars (\$3,000,000) for the sewer treatment plant funding. Ms. Reed stated the rehab is just part of that extra money. It also includes the extension of the line for the outfall. Mr. Biggers stated it is over two million for the line repairs. Committee Member Jackson questioned when we will get started on those repairs. Mr. Biggers replied as soon as we get the funding in order.

Committee Member Walker stated the salary study may have been related to Resolution 2017-04.

ADJOURNMENT

Mayor Allen apologized for the delay in the starting the meeting stating he didn't realize the internet was that bad at Station II. Committee Member Jackson stated Mr. Jimmy Noe reminds him every time he sees him there is no internet on that end of town every time he sees him. A motion was made by Committee Member Walker, seconded by Vice Chairman Jackson, to adjourn. All approved by voice vote and the meeting adjourned at 6:54 p.m.

MAYOR STEVE ALLEN

CITY RECORDER KELLIE REED, CMFO, CMC

TOWN of ASHLAND CITY, TENNESSEE													
COMPENSATION SURVEY - MARCH 2020													
TABLE I													
CLASSIFICATION	CITY MANAGER		ASSIST. CITY MANAGER / RECORDER		FINANCE DIRECTOR		ACCOUNTING TECHNICIAN		ACCOUNTING CLERK		CITY PLANNER		
CODE	EMPLOYER	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.
10	Alcoa, Tennessee	68.18	68.18	29.41	52.83	29.41	52.83						
11	Carthage, Tennessee					19.39	19.39			16.42	19.39		
12	Clinton, Tennessee	39.72	59.59			31.60	47.41	11.78	15.91	10.62	14.33	28.47	42.71
13	Columbia, Tennessee					34.11	51.17	13.89	20.84	13.11	19.67		
14	Harriman, Tennessee					16.83	30.54	16.83	16.83	16.00	16.00	19.98	19.98
15	Athens, Tennessee	51.37	51.37			28.51	42.77	14.90	22.35	13.22	19.83	28.51	42.77
16	Church Hill, Tennessee					33.58	33.58			15.00	20.56		
17	Dandridge, Tennessee	25.48	25.48			17.28	20.91	14.29	17.28				
18	Dayton, Tennessee	44.99	44.99			29.66	29.66	14.38	22.86	14.23	14.23		
19	Lewisburg, Tennessee					30.43	35.93			19.13	20.69		
20	Kingsport, Tennessee	55.54	80.05	43.39	62.54	39.31	56.66	15.01	21.63	12.32	17.75	19.21	27.69
21	Loudon, Tennessee	56.94	56.94					19.37	19.37				
22	Murfreesboro, Tennessee					51.82	75.14	24.12	27.28	19.54	22.45		
23	McMinnville, Tennessee	32.46	50.34			27.22	42.81	18.68	28.79	12.65	18.91		
25	Newport, Tennessee	31.25	31.25			21.80	21.80			11.50	12.86	21.77	21.77
26	Morristown, Tennessee	70.72	70.72	36.12	53.07	30.54	44.73	12.39	17.83			34.44	50.57
28	Kingston, Tennessee	34.97	34.97			27.77	27.77	17.00	17.00				
29	Sparta, Tennessee	37.97	45.78			30.27	36.50			13.50	16.28		
30	Rogersville, Tennessee					27.54	27.54	21.35	21.35				
31	Sweetwater, Tennessee					22.84	25.38	11.00	13.00	14.05	16.53	19.29	21.83
32	Gatlinburg, Tennessee	42.92	64.37	37.32	55.98	37.32	55.98	16.76	25.14	13.85	20.78	28.82	42.33
33	Jefferson City, Tennessee	32.09	47.71	16.85	25.05	26.74	39.76	12.74	16.94	11.08	16.47	19.38	28.81
34	Sevierville, Tennessee			40.29	59.31	40.29	59.31	14.78	22.88			29.92	44.04
35	Maryville, Tennessee	63.46	63.46	31.30	56.57			13.57	24.47	13.57	24.47	20.10	36.31
37	Cleveland, Tennessee	47.85	77.46	43.23	69.20	43.23	69.20	13.76	22.27	12.28	19.88	30.41	49.23
38	Crossville, Tennessee	33.25	53.16			27.43	43.85	13.60	24.60	12.77	23.10		
39	Johnson City, Tennessee			38.11	61.77	34.65	56.16	16.53	25.32	12.36	18.90	19.12	29.30
40	Pigeon Forge, Tennessee	46.36	74.18	40.31	64.50	40.31	64.50	16.56	26.50	15.06	24.09	26.51	42.41
41	Rockwood, Tennessee					22.09	33.13	14.52	21.78	10.98	16.47		
42	Cheatham County					41.13	61.69	17.73	26.60				
	RANGE (min = \$7.25)	25.48	80.05	16.85	69.20	16.83	75.14	11.00	28.79	10.62	24.47	19.12	50.57
	STANDARD DEVIATION		38.59		37.02		41.23		12.58		9.79		22.24
	1ST QUARTILE	25.48	39.12	16.85	29.94	16.83	31.41	11.00	15.45	10.62	14.08	19.12	26.98
	2ND QUARTILE	39.13	52.77	29.95	43.04	31.42	46.00	15.46	19.91	14.09	17.56	26.99	34.86
	3RD QUARTILE	52.78	66.43	43.05	56.13	46.01	60.58	19.92	24.36	17.57	21.03	34.87	42.73
	4TH QUARTILE	66.44	80.05	56.14	69.20	60.59	75.14	24.37	28.79	21.04	24.47	42.74	50.57
	AVERAGE RANGE	39.13	66.43	29.95	56.13	31.42	60.58	15.46	24.36	14.09	21.03	26.99	42.73
	STANDARD DEVIATION		19.30		18.52		20.62		6.30		4.90		11.13
	MEDIAN	42.92	56.94	37.32	59.31	29.66	42.81	14.78	22.27	13.22	19.39	22.99	42.37
	ASHLAND PAY RANGE			32.21	32.21	28.43	28.43	17.67	17.68	14.59	17.44		
	PERCENTAGE COMPARISON	0.00%	0.00%	107.55%	57.38%	90.49%	46.93%	114.31%	72.57%	103.53%	82.94%	0.00%	0.00%
	RECOMMENDED PAY RANGE			31.14	68.29	29.66	59.39	15.94	25.51	14.49	23.19		
	PERCENTAGE COMPARISON	0.00%	0.00%	103.98%	121.66%	94.41%	98.03%	103.12%	104.71%	102.82%	110.28%	0.00%	0.00%
	PERCENTAGE MEDIAN	0.00%	0.00%	83.44%	115.14%	100.00%	138.73%	107.85%	114.55%	109.61%	119.60%	0.00%	0.00%

TOWN of ASHLAND CITY, TENNESSEE																
COMPENSATION SURVEY - MARCH 2020																
TABLE I																
CLASSIFICATION	HUMAN RESOURCES DIRECTOR				CODES ENFORCEMENT OFFICER				EXECUTIVE SECRETARY		ADMINISTRATIVE ASSISTANT		RECEPTIONIST		DIR. OF PUBLIC WORKS	
CODE	EMPLOYER	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	
10	Alcoa, Tennessee	28.79	52.07	15.58	28.01			14.15	25.41	12.83	23.05	10.05	18.06	28.01	50.31	
11	Carthage, Tennessee							15.70	19.39	15.70	19.39	15.70	19.39	19.39	19.39	
12	Clinton, Tennessee			18.75	28.13			13.08	17.66	10.62	14.33	10.62	14.33	28.47	42.71	
13	Columbia, Tennessee	34.11	51.17	34.11	51.17					14.84	22.27	14.42	15.75	34.11	51.17	
14	Harriman, Tennessee			10.61	19.98											
15	Athens, Tennessee	30.86	46.29	15.61	23.41			17.68	26.52	13.22	19.83			32.15	48.22	
16	Church Hill, Tennessee			20.67	20.67							14.23	14.23	27.74	27.74	
17	Dandridge, Tennessee			14.29	17.28					9.76	11.79			19.01	23.00	
18	Dayton, Tennessee			30.94	30.94			16.68	23.20			10.50	10.50			
19	Lewisburg, Tennessee			30.43	35.93							14.42	15.75	27.81	32.83	
20	Kingsport, Tennessee	33.89	48.86	19.69	28.38			15.38	22.17	10.00	17.14	12.65	12.65	35.73	35.73	
21	Loudon, Tennessee			20.38	24.61			18.38	21.74		15.31			38.35	55.28	
22	Murfreesboro, Tennessee	44.76	66.35	24.12	27.28					19.54	22.45	14.10	15.95	31.83	46.13	
23	McMinnville, Tennessee			18.68	28.79					12.36	18.50			27.22	42.81	
25	Newport, Tennessee							14.99	14.99	13.99	13.99	10.50	11.50			
26	Morristown, Tennessee	30.54	44.73	16.25	23.57			20.48	29.86	15.52	22.50	10.83	15.52	34.44	50.57	
28	Kingston, Tennessee							16.75	16.75					24.45	24.45	
29	Sparta, Tennessee			21.55	25.98							11.89	14.33	33.90	40.88	
30	Rogersville, Tennessee							13.17	13.17	9.00	10.50					
31	Sweetwater, Tennessee															
32	Gatlinburg, Tennessee	24.54	36.81	16.76	25.14			15.24	22.85	12.59	18.89			37.32	55.98	
33	Jefferson City, Tennessee			14.65	21.78							8.33	12.38	26.74	39.76	
34	Sevierville, Tennessee	22.17	33.47	14.78	22.88			15.50	24.08	14.04	21.74	12.07	19.17	34.72	51.12	
35	Maryville, Tennessee	33.70	60.96	15.72	28.36			14.97	27.00	14.25	25.70	12.29	22.17	29.79	53.85	
37	Cleveland, Tennessee	34.06	55.13	19.23	31.28			19.23	31.28	17.26	27.93	10.97	17.75	38.15	61.75	
38	Crossville, Tennessee			14.42	26.07					10.61	19.76	10.61	19.76	27.43	43.85	
39	Johnson City, Tennessee	32.38	49.45	16.53	25.31			18.22	27.90	14.26	21.85	10.14	14.55	34.65	56.16	
40	Pigeon Forge, Tennessee	26.51	42.41	20.04	32.07			16.56	26.50	15.06	24.09	11.31	18.10	30.48	48.77	
41	Rockwood, Tennessee			14.52	21.78			14.52	21.78	14.52	21.78			25.40	38.10	
42	Cheatham County	28.56	42.84	19.51	29.26					16.12	24.18					
	RANGE (min = \$7.25)	22.17	66.35	10.61	51.17			13.08	31.28	9.00	27.93	8.33	22.17	19.01	61.75	
	STANDARD DEVIATION		31.24		28.68				12.87		13.39		9.79		30.22	
	1ST QUARTILE	22.17	33.22	10.61	20.75			13.08	17.63	9.00	13.73	8.33	11.79	19.01	29.70	
	2ND QUARTILE	33.23	44.27	20.76	30.90			17.64	22.19	13.74	18.48	11.80	15.26	29.71	40.39	
	3RD QUARTILE	44.28	55.33	30.91	41.05			22.20	26.75	18.49	23.22	15.27	18.73	40.40	51.09	
	4TH QUARTILE	55.34	66.35	41.06	51.17			26.76	31.28	23.23	27.93	18.74	22.17	51.10	61.75	
	AVERAGE RANGE	33.23	55.33	20.76	41.05			17.64	26.75	13.74	23.22	11.80	18.73	29.71	51.09	
	STANDARD DEVIATION		15.63		14.35				6.44		6.70		4.90		15.12	
	MEDIAN	30.86	48.86	18.68	25.98			15.44	22.51	13.03	19.14	12.07	15.52	29.79	42.81	
	ASHLAND PAY RANGE			20.38	20.38									36.24	36.24	
	PERCENTAGE COMPARISON	0.00%	0.00%	98.17%	49.65%			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	122.00%	70.94%	
	RECOMMENDED PAY RANGE			19.29	30.87			15.94	22.59	15.94	22.59			28.25	51.64	
	PERCENTAGE COMPARISON	0.00%	0.00%	92.92%	75.20%			90.36%	84.45%	115.99%	97.30%	0.00%	0.00%	95.10%	101.09%	
	PERCENTAGE MEDIAN	0.00%	0.00%	103.27%	118.82%			103.24%	100.36%	122.38%	118.03%	0.00%	0.00%	94.83%	120.63%	

TOWN of ASHLAND CITY, TENNESSEE		TABLE I											
COMPENSATION SURVEY - MARCH 2020													
CLASSIFICATION	STREETS & SANITATION SUP.	HEAVY EQUIP. OPERATOR		PUBLIC WORKS LABORER		CHIEF MECHANIC		MECHANIC		PARKS & RECREATION DIR.			
CODE	EMPLOYER	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.
10	Alcoa, Tennessee	18.06	32.42	13.47	24.21	11.63	20.90	14.15	25.41	11.63	20.90		
11	Carthage, Tennessee	19.39	19.39			15.70	15.70					19.39	19.39
12	Clinton, Tennessee	18.75	28.13	15.22	22.83	15.22	22.83	16.90	25.35	15.22	22.83	28.47	42.71
13	Columbia, Tennessee	15.11	22.68							17.23	25.83		
14	Harriman, Tennessee	18.40	18.40	10.80	18.40			18.36	18.36				
15	Athens, Tennessee	22.43	33.65	14.45	21.67	11.31	16.97	19.90	29.84	14.45	21.67	28.51	42.77
16	Church Hill, Tennessee			15.96	15.96	9.75	18.51	15.47	15.47			14.42	14.42
17	Dandridge, Tennessee	14.29	17.28	11.79	14.29			14.29	17.28				
18	Dayton, Tennessee	22.85	22.85	16.61	20.72	12.24	17.32	21.21	21.21	17.16	17.16		
19	Lewisburg, Tennessee					15.00	17.51			13.04	19.06		
20	Kingsport, Tennessee	20.18	29.09	14.28	20.59	11.44	16.49	19.21	27.69	15.38	22.17	29.96	43.18
21	Loudon, Tennessee	20.38	24.61	17.32	20.73	18.21	21.84	19.40	23.29	16.52	19.70	21.46	25.95
22	Murfreesboro, Tennessee					15.54	17.58			21.87	24.75		
23	McMinnville, Tennessee	18.68	28.79	12.93	19.83			18.68	28.79	12.93	19.83	27.22	42.81
25	Newport, Tennessee	22.32	22.32	14.50	14.50			16.00	16.00	15.37	15.37	25.74	25.74
26	Morristown, Tennessee	32.84	48.19	14.83	21.47	11.84	17.02	23.57	34.44	14.83	21.47	34.44	50.57
28	Kingston, Tennessee	16.42	16.42	16.25	16.25	16.75	16.75	16.75	16.75	15.79	15.79	24.45	24.45
29	Sparta, Tennessee	24.13	29.10	11.89	14.33	10.31	12.43	15.12	18.23	13.50	16.28		
30	Rogersville, Tennessee	25.12	25.12	15.00	16.11	15.00	16.11	15.50	16.50			21.63	21.63
31	Sweetwater, Tennessee	21.13	23.53	15.00	17.38								
32	Gatlinburg, Tennessee	18.43	27.65	13.85	20.78	11.45	17.17	15.24	22.85	13.85	20.78	28.22	42.33
33	Jefferson City, Tennessee	19.38	28.81	12.74	18.94	10.07	14.97	14.65	21.78	12.74	18.94	22.29	33.13
34	Sevierville, Tennessee	16.37	25.34	14.04	21.74	12.71	19.68	16.37	25.34	12.98	19.47	29.92	44.04
35	Maryville, Tennessee	20.10	36.31	13.57	24.47	12.91	23.29	20.10	36.31	14.97	27.00		
37	Cleveland, Tennessee	27.15	43.95	15.41	24.94	10.97	17.75	19.33	31.28	17.26	27.93	38.15	61.75
38	Crossville, Tennessee	17.45	27.89	14.42	26.07	10.81	19.76	14.42	26.07	12.77	23.10	27.43	43.85
39	Johnson City, Tennessee	23.24	35.57	15.74	24.07	11.20	16.05	17.38	26.56	15.00	22.93	32.38	49.49
40	Pigeon Forge, Tennessee	23.05	36.88	13.69	21.90	12.44	19.91			15.06	24.09	35.05	56.09
41	Rockwood, Tennessee			14.52	21.78	9.98	14.97	14.52	21.78	12.63	18.94	22.09	33.13
42	Cheatham County												
	RANGE (min = \$7.25)	14.29	48.19	10.80	26.07	9.75	23.29	14.15	36.31	11.63	27.93	14.42	61.75
	STANDARD DEVIATION		23.97		10.80		9.57		15.67		11.53		33.47
	1ST QUARTILE	14.29	22.77	10.80	14.62	9.75	13.14	14.15	19.69	11.63	15.71	14.42	26.25
	2ND QUARTILE	22.78	31.25	14.63	18.45	13.15	16.53	19.70	25.24	15.72	19.79	26.26	38.10
	3RD QUARTILE	31.26	39.74	18.46	22.27	16.54	19.93	25.25	30.79	19.80	23.88	38.11	49.94
	4TH QUARTILE	39.75	48.19	22.28	26.07	19.94	23.29	30.80	36.31	23.89	27.93	49.95	61.75
	AVERAGE RANGE	22.78	39.74	14.63	22.27	13.15	19.93	19.70	30.79	15.72	23.88	26.26	49.94
	STANDARD DEVIATION		11.99		5.41		4.79		7.84		5.77		16.74
	MEDIAN	19.39	25.34	14.37	20.21	12.48	17.25	16.75	22.85	14.90	20.31	26.48	37.73
	ASHLAND PAY RANGE	25.10	25.10	19.24	20.10	17.28	17.63			21.27	21.27	29.71	29.71
	PERCENTAGE COMPARISON	110.21%	63.17%	131.53%	90.25%	131.46%	88.48%	107.97%	69.08%	189.06%	124.44%	0.00%	0.00%
	RECOMMENDED PAY RANGE	21.22	33.95	15.94	25.51	13.18	21.06	17.54	28.06	17.54	28.06	25.68	44.90
	PERCENTAGE COMPARISON	93.17%	85.44%	108.97%	114.54%	100.27%	105.70%	89.04%	91.13%	111.61%	188.06%	97.78%	89.91%
	PERCENTAGE MEDIAN	109.44%	133.98%	110.96%	126.22%	105.65%	122.12%	104.72%	122.80%	172.35%	221.13%	96.98%	119.00%

TOWN of ASHLAND CITY, TENNESSEE													
COMPENSATION SURVEY - MARCH 2020													
TABLE I													
CLASSIFICATION	PARK MAINTENANCE SUPERVISOR		RECREATION CENTER SUP.		PARKS. & FACILITES WORKER		FIRE CHIEF		FIREFIGHTER		POLICE CHIEF		
CODE	EMPLOYER	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.
10	Alcoa, Tennessee							25.41	45.64	9.58	17.40	26.68	47.92
11	Carthage, Tennessee	19.39	19.39			7.25	7.25					20.02	20.02
12	Clinton, Tennessee	13.71	20.57	13.71	20.57	13.08	17.66	28.47	42.71	13.71	20.57	28.47	42.71
13	Columbia, Tennessee											32.26	48.52
14	Harriman, Tennessee			11.19	11.19	8.30	14.08	22.53	22.53	8.91	15.04	25.66	25.66
15	Athens, Tennessee	16.33	24.49	20.98		12.79	19.18	28.51	42.77	13.35	20.02	32.15	48.22
16	Church Hill, Tennessee			13.05	13.05			20.67	20.67	9.50	18.51	29.37	29.37
17	Dandridge, Tennessee			15.72	19.01							19.01	23.00
18	Dayton, Tennessee			16.45	16.45	15.49	15.49	26.19	26.19	10.00	11.54	26.41	26.41
19	Lewisburg, Tennessee											24.52	32.67
20	Kingsport, Tennessee	18.28	26.35	18.28	26.35	11.44	16.48	36.51	51.33	10.99	15.84	38.35	55.28
21	Loudon, Tennessee	16.81	20.19	16.81	20.19	18.21	21.84	23.67	29.25	11.82	14.13	26.15	32.44
22	Murfreesboro, Tennessee											41.78	57.60
23	McMinnville, Tennessee	17.03	26.22			12.65	18.91	27.22	42.81	13.93	20.05	27.22	42.81
25	Newport, Tennessee	17.64	17.64			11.00	13.75	22.80	22.80	8.50	15.51	26.78	26.78
26	Morristown, Tennessee	22.50	32.84	19.55	28.47	11.84	17.02	34.44	50.57	17.02	24.71	34.44	50.57
28	Kingston, Tennessee					11.01	11.01	31.20	31.20	14.84	14.84	24.02	24.02
29	Sparta, Tennessee							21.55	25.98	13.50	16.28	27.03	32.59
30	Rogersville, Tennessee					16.00	16.00					25.17	25.17
31	Sweetwater, Tennessee	14.50	17.17			14.00	16.67	20.81	23.35	11.65	13.00	21.78	24.37
32	Gatlinburg, Tennessee	18.43	27.65	22.31	33.46	11.45	17.17	32.45	48.67	13.85	20.78	32.45	48.67
33	Jefferson City, Tennessee	14.65	21.78	16.85	25.05	11.08	16.47	26.74	39.76	12.74	16.94	26.74	39.76
34	Sevierville, Tennessee	21.08	31.83	21.08	31.83	12.07	19.17	29.92	44.04	17.22	26.00	39.25	55.21
35	Maryville, Tennessee							31.30	56.57	14.97	27.00	31.30	56.57
37	Cleveland, Tennessee	19.23	31.28	19.23	31.28	10.97	17.75	38.15	61.75	17.26	27.93	38.15	61.75
38	Crossville, Tennessee	17.45	27.89			10.81	19.76	27.43	43.85	12.05	21.79	27.43	43.85
39	Johnson City, Tennessee	21.06	32.25	15.74	24.07	11.73	17.96	34.65	56.16	15.74	24.07	34.65	56.16
40	Pigeon Forge, Tennessee	23.05	36.88	23.05	36.88	11.31	18.10	30.48	48.77	15.06	24.09	35.05	56.09
41	Rockwood, Tennessee	16.70	25.05	14.52	21.78	9.98	14.97	25.40	38.10	14.52	21.78	25.40	38.10
42	Cheatham County											34.27	51.41
	RANGE (min = \$7.25)	13.71	36.88	11.19	36.88	7.25	21.84	20.67	61.75	8.50	27.93	19.01	61.75
	STANDARD DEVIATION		16.38		18.17		10.32		29.05		13.74		30.22
	1ST QUARTILE	13.71	19.50	11.19	17.61	7.25	10.90	20.67	30.94	8.50	13.36	19.01	29.70
	2ND QUARTILE	19.51	25.31	17.62	24.05	10.91	14.56	30.95	41.22	13.37	18.23	29.71	40.39
	3RD QUARTILE	25.32	31.11	24.06	30.48	14.57	18.21	41.23	51.50	18.24	23.09	40.40	51.09
	4TH QUARTILE	31.12	36.88	30.49	36.88	18.22	21.84	51.51	61.75	23.10	27.93	51.10	61.75
	AVERAGE RANGE	19.51	31.11	17.62	30.48	10.91	18.21	30.95	51.50	13.37	23.09	29.71	51.09
	STANDARD DEVIATION		8.20		9.09		5.17		14.53		6.88		15.12
	MEDIAN	17.34	23.14	16.83	20.57	11.96	16.58	26.98	41.24	13.05	17.17	27.13	36.22
	ASHLAND PAY RANGE	20.80	20.80			22.80	22.80	40.65	40.65	14.48	14.48	34.15	34.15
	PERCENTAGE COMPARISON	106.60%	66.86%	0.00%	0.00%	209.03%	125.19%	131.34%	78.93%	108.32%	62.70%	114.96%	66.85%
	RECOMMENDED PAY RANGE	17.54	28.06			11.98	19.17	28.25	51.64	13.18	21.08	28.25	51.64
	PERCENTAGE COMPARISON	89.89%	90.20%	0.00%	0.00%	109.83%	105.26%	91.28%	100.27%	98.60%	91.29%	95.10%	101.09%
	PERCENTAGE MEDIAN	101.18%	121.29%	0.00%	0.00%	100.21%	115.66%	104.71%	125.23%	101.03%	122.77%	104.15%	142.59%

TOWN of ASHLAND CITY, TENNESSEE													
COMPENSATION SURVEY - MARCH 2020													
TABLE I													
CLASSIFICATION	POLICE DETECTIVE		POLICE SERGEANT		POLICE OFFICER		RECORDS CLERK		UTILITIES SUPERVISOR		CHF. WATER PLANT OP.		
CODE	EMPLOYER	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.
10	Alcoa, Tennessee	14.15	25.41	16.37	29.41	14.15	25.41					19.91	35.75
11	Carthage, Tennessee	17.75	17.75	17.72	17.72	16.05	16.05					19.39	19.39
12	Clinton, Tennessee	18.75	28.13	16.90	25.35	13.08	17.66						
13	Columbia, Tennessee	20.48	30.75	20.48	30.75	17.23	25.83	13.89	20.84				
14	Harriman, Tennessee	18.77	18.77	17.19	17.19	16.11	16.11					29.58	29.58
15	Athens, Tennessee	18.31	27.46	19.90	29.84	15.61	23.41						
16	Church Hill, Tennessee	15.14	15.14	19.50	19.50	12.63	18.80						
17	Dandridge, Tennessee	15.72	19.01	15.72	19.01	12.98	15.72						
18	Dayton, Tennessee	20.12	20.12	18.99	18.99	16.50	18.23					23.99	23.99
19	Lewisburg, Tennessee	17.78	21.78	14.20	22.18	13.39	24.63	14.79	17.34				
20	Kingsport, Tennessee			19.21	27.69	16.16	23.29	11.72	16.90	22.83	32.91	22.83	32.91
21	Loudon, Tennessee			21.28	26.23	19.07	22.98					27.21	27.21
22	Murfreesboro, Tennessee	26.14	36.03	26.14	36.03	21.45	29.57						
23	McMinnville, Tennessee	16.74	23.94	18.35	26.26	15.62	22.32					18.68	28.79
25	Newport, Tennessee	19.72	19.72	19.72	19.72	11.74	17.80						
26	Morristown, Tennessee	18.66	27.15	18.66	27.15	15.52	22.50						
28	Kingston, Tennessee	17.52	17.52	17.15	17.15	15.83	15.83					19.27	19.27
29	Sparta, Tennessee	16.94	20.42	15.12	18.23	13.50	16.28					18.97	22.87
30	Rogersville, Tennessee	23.26	23.26			17.07	19.07					24.72	24.72
31	Sweetwater, Tennessee	17.77	20.31	16.75	19.04	15.00	17.75						
32	Gatlinburg, Tennessee	18.43	27.65	16.76	25.14	15.24	22.85					20.28	30.42
33	Jefferson City, Tennessee	16.85	25.05	16.85	25.05	14.65	21.78					16.85	25.05
34	Sevierville, Tennessee	18.14	27.38	19.06	28.77	18.14	27.38					22.17	33.47
35	Maryville, Tennessee			26.32	38.86	16.88	30.53					19.14	34.55
37	Cleveland, Tennessee	21.65	35.04	21.65	35.04	17.26	27.93	12.28	19.88	38.15	61.75		
38	Crossville, Tennessee	14.42	26.07	17.45	27.89	12.77	23.10	11.47	20.75	19.14	30.59	17.45	27.89
39	Johnson City, Tennessee			20.07	30.62	16.53	25.32	12.36	18.90	25.62	39.24	20.07	30.62
40	Pigeon Forge, Tennessee	20.04	32.07	20.04	32.07	16.56	26.50	13.69	21.90	23.05	36.88	26.51	42.41
41	Rockwood, Tennessee	16.70	25.05	16.70	25.05	14.52	21.78	14.52	21.78	25.26	37.55	19.97	29.68
42	Cheatham County	21.46	32.19	21.46	32.19	16.12	24.18	16.12	24.18				
	RANGE (min = \$7.25)	14.15	36.03	14.20	38.86	11.74	30.53	11.47	24.18	19.14	61.75	16.85	42.41
	STANDARD DEVIATION		15.47		17.44		13.29		8.99		30.13		18.07
	1ST QUARTILE	14.15	19.62	14.20	20.37	11.74	16.44	11.47	14.65	19.14	29.79	16.85	23.24
	2ND QUARTILE	19.63	25.10	20.38	26.54	16.45	21.15	14.66	17.84	29.80	40.46	23.25	29.64
	3RD QUARTILE	25.11	30.58	26.55	32.72	21.16	25.85	17.85	21.02	40.47	51.12	29.65	36.04
	4TH QUARTILE	30.59	36.03	32.73	38.86	25.86	30.53	21.03	24.18	51.13	61.75	36.05	42.41
	AVERAGE RANGE	19.63	30.58	20.38	32.72	16.45	25.85	14.66	21.02	29.80	51.12	23.25	36.04
	STANDARD DEVIATION		7.74		8.73		6.65		4.50		15.07		9.04
	MEDIAN	18.31	23.26	18.66	25.14	15.62	22.05	13.89	17.34	22.83	32.91	20.10	28.00
	ASHLAND PAY RANGE	28.08	28.08	21.95	26.42	17.31	18.33	16.72	16.72			29.66	29.66
	PERCENTAGE COMPARISON	143.05%	91.82%	107.73%	80.76%	105.24%	70.90%	114.07%	79.53%	0.00%	0.00%	100.39%	108.35%
	RECOMMENDED PAY RANGE	19.29	30.87	19.29	30.87	15.94	25.51	14.49	23.19			23.34	39.05
	PERCENTAGE COMPARISON	98.27%	100.95%	94.67%	94.36%	96.91%	98.68%	98.86%	110.31%	0.00%	0.00%	100.39%	108.35%
	PERCENTAGE MEDIAN	105.35%	132.72%	103.38%	122.79%	102.08%	115.69%	104.32%	133.74%	0.00%	0.00%	116.15%	139.46%

TOWN of ASHLAND CITY, TENNESSEE COMPENSATION SURVEY - MARCH 2020				TABLE I					
CLASSIFICATION	WATER PLANT OPERATOR		LAB TECHNICIAN		UTILITIES MAINT. WORKER		METER READER		
CODE	EMPLOYER	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.
10	Alcoa, Tennessee	13.47	24.21					10.05	18.06
11	Carthage, Tennessee	16.16	16.16			15.70	15.70		
12	Clinton, Tennessee								
13	Columbia, Tennessee								
14	Harriman, Tennessee	24.94	24.94			16.90	32.66	21.53	24.50
15	Athens, Tennessee							16.66	24.99
16	Church Hill, Tennessee								
17	Dandridge, Tennessee							10.73	12.98
18	Dayton, Tennessee	12.00	16.35					16.14	22.04
19	Lewisburg, Tennessee								
20	Kingsport, Tennessee	12.62	18.20	16.98	24.47	11.44	16.49	12.02	17.32
21	Loudon, Tennessee	20.96	23.98			20.38	24.61	20.53	26.00
22	Murfreesboro, Tennessee								
23	McMinnville, Tennessee	14.52	22.30					12.65	18.91
25	Newport, Tennessee								
26	Morristown, Tennessee								
28	Kingston, Tennessee	14.04	14.04			19.27	19.27	14.04	14.04
29	Sparta, Tennessee	15.12	18.23					11.89	14.33
30	Rogersville, Tennessee	16.00	18.50					16.00	17.00
31	Sweetwater, Tennessee								
32	Gatlinburg, Tennessee	13.85	20.78			12.59	18.89	13.85	20.78
33	Jefferson City, Tennessee	12.74	18.94					11.08	16.47
34	Sevierville, Tennessee	15.55	24.08	15.55	24.08			12.07	19.17
35	Maryville, Tennessee	14.97	27.00					15.34	22.72
37	Cleveland, Tennessee								
38	Crossville, Tennessee	17.45	27.89	12.77	23.10	12.05	21.79	11.47	20.75
39	Johnson City, Tennessee	19.98	25.32	17.38	26.56	11.20	16.05	12.36	18.90
40	Pigeon Forge, Tennessee	18.22	29.15	18.22	29.15	12.44	19.91	13.69	21.90
41	Rockwood, Tennessee	15.78	23.46	15.78	23.46	13.73	20.40	11.94	17.74
42	Cheatham County								
	RANGE (min = \$7.25)	12.00	29.15	12.77	29.15	11.20	32.66	10.05	26.00
	STANDARD DEVIATION		12.13		11.58		15.17		11.28
	1ST QUARTILE	12.00	16.29	12.77	16.87	11.20	16.57	10.05	14.04
	2ND QUARTILE	16.30	20.59	16.88	20.97	16.58	21.94	14.05	18.04
	3RD QUARTILE	20.60	24.88	20.98	25.08	21.95	27.32	18.05	22.03
	4TH QUARTILE	24.89	29.15	25.09	29.15	27.33	32.66	22.04	26.00
	AVERAGE RANGE	16.30	24.88	16.88	25.08	16.58	27.32	14.05	22.03
	STANDARD DEVIATION		6.07		5.80		7.59		5.65
	MEDIAN	14.75	19.86	16.27	24.28	16.30	19.08	13.85	18.91
	ASHLAND PAY RANGE	18.78	24.12			18.40	18.40	18.40	18.40
	PERCENTAGE COMPARISON	115.23%	96.94%	0.00%	0.00%	111.01%	67.36%	130.98%	83.51%
	RECOMMENDED PAY RANGE	15.94	25.51			21.22	33.95	15.94	25.51
	PERCENTAGE COMPARISON	97.81%	102.52%	0.00%	0.00%	128.02%	95.00%	113.47%	115.78%
	PERCENTAGE MEDIAN	108.10%	128.45%	0.00%	0.00%	130.18%	177.94%	115.09%	134.90%

**TOWN OF ASHLAND CITY
SALARY SCHEDULE BY SALARY GRADE / SKILL LEVEL**

APPENDIX B

SALARY GRADE	MINIMUM ANNUAL	MINIMUM HOURLY	Q1 ANNUAL	Q1 HOURLY	MIDPOINT ANNUAL	MIDPOINT HOURLY	Q3 ANNUAL	Q3 HOURLY	MAXIMUM ANNUAL	MAXIMUM HOURLY	RANGE	ONE QUARTILE
1	18,720	9.00	21,528	10.35	24,336	11.70	27,144	13.05	29,952	14.40	11,232	2,808
2	20,592	9.90	23,681	11.39	26,770	12.87	29,858	14.36	32,947	15.84	12,355	3,089
3	22,651	10.89	26,049	12.52	29,447	14.16	32,844	15.79	36,242	17.42	13,591	3,398
4	24,916	11.98	28,654	13.78	32,391	15.57	36,129	17.37	39,866	19.17	14,950	3,737
5	27,408	13.18	31,519	15.15	35,630	17.13	39,742	19.11	43,853	21.08	16,445	4,111
6	30,149	14.49	34,671	16.67	39,193	18.84	43,716	21.02	48,238	23.19	18,089	4,522
7	33,164	15.94	38,138	18.34	43,113	20.73	48,087	23.12	53,062	25.51	19,898	4,975
8	36,480	17.54	41,952	20.17	47,424	22.80	52,896	25.43	58,368	28.06	21,888	5,472
9	40,128	19.29	46,147	22.19	52,166	25.08	58,186	27.97	64,205	30.87	24,077	6,019
10	44,141	21.22	50,762	24.40	57,383	27.59	64,004	30.77	70,625	33.95	26,484	6,621
11	48,555	23.34	56,721	27.27	64,887	31.20	73,053	35.12	81,219	39.05	32,664	8,166
12	53,410	25.68	63,408	30.48	73,406	35.29	83,404	40.10	93,402	44.90	39,992	9,998
13	58,751	28.25	70,917	34.09	83,082	39.94	95,247	45.79	107,412	51.64	48,661	12,165
14	61,689	29.66	77,148	37.09	92,606	44.52	108,065	51.95	123,524	59.39	61,835	15,459
15	64,773	31.14	84,093	40.43	103,413	49.72	122,733	59.01	142,053	68.29	77,279	19,320

Horizontal spread = 60%

Vertical spread = 10% through salary gades 1 - 13, 5% between salary grades 13 - 15

Town of Ashland City Classification Factor Ranking Schedule											
Class Code	Salary Grade	Position	Total Points	Knowledge & Skills	Points	Impact & Accountability	Points	Working Relationships	Points	Working Conditions	Points
100	1	Seasonal / Part time	100	1	35	1	40	1	20	1	5
		minimum	100								
200	2	Senior Citizens Custodian	121	2	40	2	47	2	25	3	9
		minimum	115								
300	3	Parks & Recreation Maintenance Worker (PT)	140	3	46	3	55	3	30	3	9
		minimum	132								
400	4	Parks & Recreation Maintenance Worker (FT)	165	4	53	4	65	4	38	3	9
		minimum	152								
500	5	Senior Citizens Program Coordinator	190	5	61	5	76	5	46	2	7
510	5	Water Treatment Operator I	192	5	61	5	76	5	46	3	9
520	5	Public Works Laborer	192	5	61	5	76	5	46	3	9
530	5	Firefighter I	195	5	61	5	76	5	46	4	12
		minimum	175								
600	6	Police Clerk	213	6	70	6	90	5	46	2	7
610	6	Public Works Administrative Assistant	213	6	70	6	90	5	46	2	7
620	6	Customer Service / Accounting Clerk	213	6	70	6	90	5	46	2	7
630	6	Court Officer	215	6	70	6	90	5	46	3	9
640	6	Water Treatment Operator II	215	6	70	6	90	5	46	3	9
650	6	Firefighter II	218	6	70	6	90	5	46	4	12
660	6	Firefighter / AEMT	229	7	81	6	90	5	46	4	12
		minimum	201								
700	7	Accounting Clerk I	239	7	81	7	105	5	46	2	7
710	7	Deputy Court Clerk	239	7	81	7	105	5	46	2	7
720	7	Police Administrative Assistant	239	7	81	7	105	5	46	2	7
730	7	Waste Water / Water Collection Assistant	241	7	81	7	105	5	46	3	9
740	7	Street Maintenance Assistant	241	7	81	7	105	5	46	3	9
745	7	Parks & Recreation Athletics Coordinator	241	7	81	7	105	5	46	3	9
750	7	Firefighter / Paramedic	244	7	81	7	105	5	46	4	12
760	7	Water Treatment Plant Operator III	244	7	81	7	105	5	46	4	12
770	7	Waste Water Treatment Plant Operator III	244	7	81	7	105	5	46	4	12
780	7	Police Officer	249	7	81	7	105	5	46	5	17
		minimum	231								
800	8	Accounting Clerk II	281	8	93	8	124	6	57	2	7
810	8	Fire / Building & Life Safety Administrative Assistant	281	8	93	8	124	6	57	2	7
820	8	Senior Citizens Assistant Director	281	8	93	8	124	6	57	2	7
830	8	Building Codes Inspector I	283	8	93	8	124	6	57	3	9
840	8	Fleet Mechanic	283	8	93	8	124	6	57	3	9
850	8	Waste Water / Water Collection Specialist	283	8	93	8	124	6	57	3	9
860	8	Park Maintenance Supervisor	283	8	93	8	124	6	57	3	9
870	8	Waste Water Treatment Plant / FOG Compliance Operator	286	8	93	8	124	6	57	4	12
880	8	Police Corporal	291	8	93	8	124	6	57	5	17
		minimum	266								

900	9	Lead Accounting Clerk	329	9	107	9	145	7	70	2	7
910	9	Building Codes Inspector II	331	9	107	9	145	7	70	3	9
920	9	Senior Equipment Operator - Water	334	9	107	9	145	7	70	4	12
930	9	Lead Street Maintenance Assistant	334	9	107	9	145	7	70	4	12
940	9	Police Sergeant	339	9	107	9	145	7	70	5	17
950	9	Police Detective	339	9	107	9	145	7	70	5	17
		minimum	306								
1000	10	Court Clerk	388	10	123	10	171	8	87	2	7
1010	10	I. T. Technician	388	10	123	10	171	8	87	2	7
1020	10	Public Works Water / Wastewater Foreman	393	10	123	10	171	8	87	4	12
1030	10	Street Maintenance Foreman	393	10	123	10	171	8	87	4	12
1040	10	Public Works Foreman	393	10	123	10	171	8	87	4	12
1050	10	Back Flow / ADA & Safety Coordinator	393	10	123	10	171	8	87	4	12
1060	10	Fire Captain	398	10	123	10	171	8	87	5	17
		minimum	352								
1100	11	Senior Citizens Center Director	437	11	142	11	201	8	87	2	7
1110	11	Building & Codes Director	439	11	142	11	201	8	87	3	9
1120	11	Water Treatment Plant Chief Operator	439	11	142	11	201	8	87	3	9
1130	11	Waste Water Treatment Plant Chief Operator	439	11	142	11	201	8	87	3	9
		minimum	405								
1200	12	Parks & Recreation Director	515	12	163	12	236	9	107	3	9
1210	12	Deputy Police Chief	523	12	163	12	236	9	107	5	17
1230	12	Deputy Fire Chief	523	12	163	12	236	9	107	5	17
		minimum	465								
1300	13	Public Works Director	641	14	215	13	277	10	132	5	17
1310	13	Fire Chief	641	14	215	13	277	10	132	5	17
1320	13	Police Chief	641	14	215	13	277	10	132	5	17
		minimum	535								
1400	14	Finance Director	680	14	215	14	326	10	132	2	7
		minimum	675								
1500	15	City Recorder	781	16	285	14	326	11	163	2	7
		minimum	707								
		Non-Exempt									

Resolution 2020- 08

**A RESOLUTION OF THE CITY COUNCIL OF THE TOWN OF ASHLAND CITY
UPDATING THE WAGE AND SALARY POLICY GOVERNING EMPLOYMENT
WITH THE TOWN OF ASHLAND CITY**

WHEREAS, the City Council for the Town of Ashland City has previously adopted Resolution 2017-31 establishing a Wage and Salary Policy designed to provide a means to select, develop and maintain an effective municipal work force; and

WHEREAS, the City Council for the Town of Ashland City wishes to amend the policy and the attached exhibit; and

WHEREAS, the Personnel System requires that the Wage and Salary Policy shall be updated and approved by City Council.

NOW, THEREFORE BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE TOWN OF ASHLAND CITY, TENNESSEE that the Wage and Salary Policy, attached hereto, is hereby amended and approved and shall become effective immediately following passage of this resolution.

We, the undersigned City Council members, meeting in Regular Session on this 14th day of April 2020 move the adoption of the above Resolution.

Councilmember  moved to adopt the Resolution.

Councilmember  seconded the motion.

Voting in Favor 7

Voting Against 0

Attest:


Mayor Steve Allen


City Recorder Kellie Reed CMFO, CMC

Town of Ashland City Wage and Salary Policy

I. Purpose

The pay plan is intended to provide fair compensation for all employees in consideration of pay ranges for other employees, general pay rates for similar employment in private establishments and other public jurisdictions in the area, cost of living data, the financial condition of the municipality and other factors. Further this plan is intended to provide guidelines for the administration of employee salaries, including starting pay rates, pay increases, promotional increases, and other salary adjustments.

II. Policy Objectives

This policy is intended to promote the following:

- A. Ensure competitive pay practices to allow the Town of Ashland City to effectively compete in the market for the talent needed to meet and exceed its performance standards.
- B. Ensure fair and unbiased treatment of employees relative to pay administration.
- C. Ensure that Town of Ashland City salary expense is consistent with taxpayers' expectations for reasonable labor costs.

III. Composition

The pay plan for the Town of Ashland City shall consist of minimum and maximum pay rates for comparable positions. The pay plan is documented in the wage & salary policy, see addendums.

IV. Maintenance of the Pay Plan

The Mayor will, from time to time, make comparative studies of all factors affecting the level of salary ranges and will recommend to the City Council such changes in the salary ranges as appear to be in order.

V. Job Descriptions

A written job description is to be developed and maintained for each position recognized by the Town of Ashland City. Job descriptions are to follow the prescribed format (see Exhibit I). Once a year job description is to be reviewed by incumbents and supervisors to ensure they are up to date. Supervisors are responsible for accurate up-to-date job documentation.

VI. Employee Classifications

1. **Exempt Employees** – An employee is exempt from the overtime provisions of the Fair Labor Standards Act, if they are classified as an executive, professional or administrative and meet specific criterion for exemption and must be paid at least **\$684 weekly**. **All salaried positions are required to work a minimum of eighty (80) hours per pay period, at their office or city property, unless otherwise approved by the Mayor. Any time less than eighty (80) hours is to be made up using leave (Vacation, Sick, or Holiday leave) with prior approval by the Mayor. Salaried employees who work additional time above the required eighty (80) hours in a pay period may flex their time.**

2. **Non-exempt Employee** – An employee who is not exempt from the overtime provisions of the Fair Labor Standards Act. A non-exempt employee is entitled to receive overtime for all hours worked beyond 40 in a workweek (except as FLSA allows for police officers and fire fighters.)

Overtime- When it becomes necessary for an employee to work overtime hours, regular employees, part-time employees, and temporary employees shall be paid according to the prevailing salary schedule. Overtime work will be compensated according to the FLSA provisions at a rate of 1 ½ times the employee’s regular rate. Overtime work may also be paid with compensatory time at a rate of 1 ½ times the hours worked in accordance with the FLSA. Non-emergency overtime work must be authorized in advance by the Mayor or department head. Employees exempt from the overtime requirements of the FLSA will not receive overtime compensation, with the exception of emergency pay in the event of a disaster. All compensation time must be paid/used by the end of the fiscal year. Overtime for non-exempt employees is paid for hours worked over 40 per week. Exceptions are made by FLSA for police officers and fire fighters on different shifts. Overtime must be authorized in advance. Sick time is not counted as hours worked for overtime calculations.

Compensatory Time – Overtime may be paid as monetary compensation, compensatory time or any combination of money and compensatory time equivalent so long as the premium pay is at least ‘time and one-half’. There must be an agreement of payment before the overtime is worked. An employee may not accrue more than 150 hours of compensatory time. Upon termination, an employee must be paid for compensatory time accrued.

On-Call Pay- When an employee is on call, he/she will receive compensation based on the number of days in the weekend. If the employee is on call during a two-day weekend, he/she will receive a payment of forty-eight (48) dollars additional pay on their paycheck. For three-day weekends seventy-two (72) dollars on call pay and for four-day weekends ninety-six (96) dollars on call pay. If the employee is called in to work during the on-call week, they will receive two hours on call pay calculated based on the on-call rate formula set by federal wage policy.

Call-In Pay- Employees who are called into work for emergencies, regardless of hours worked during the regularly scheduled workweek, he/she will receive call in pay based on 1 ½ times the employee’s regular pay rate.

3. **On-Duty** – An employee is considered ‘on-duty’ at any time for which the City compensates the employee, which includes lunch and breaks for police officers and fire fighters. All other employees are not compensated for lunch.

Emergency Pay – The city shall provide its employees who are considered “exempt” under the Fair Labor Standards Act with emergency pay for every hour worked in excess of forty (40) hours during their normal work when responding to an officially declared local, state or federal disaster or state of emergency. Emergency pay shall only be provided for performing essential services as approved by the Mayor at his or her discretion that the need for disaster or emergency response has ended.

Documentation – To assist the Federal Emergency Management Agency (FEMA) reimbursement process, exempt employees receiving emergency pay shall maintain accurate and detailed documentation defining the duties performed and the hours worked.

VII. Pay Table

A. Number of Pay Grades

Pay is to be administered within ten classifications or pay grades.

B. Pay Ranges

Each pay grade falls within a pay range. Pay ranges are intended to furnish administrative flexibility in recognizing individual differences among positions allocated to the same class and to provide employee incentives.

C. Adjustment of Pay Table

The pay table is subject to review on an annual basis and will be adjusted if necessary to ensure that the Town's pay practices remain competitive with changes in labor market conditions. As appropriate, this review will consist of:

- Gathering comparative salary data for benchmark jobs from published sources or direct contacts with competing employers,
- Comparing market salary data obtained for each benchmark job with the corresponding pay range, and
- If necessary, adjusting the pay ranges approximate market value for jobs in each pay range, or, if appropriate, amending the pay range.

D. Assignment of Positions

Each position is to be assigned to the pay grade for which best matches the competitive market value for the job. Deviations may be made if strategic business considerations dictate that certain positions (not employees) should be valued differently than their market value.

VIII. Rates of Pay

In accordance with the Fair Labor Standards Act (FLSA), no employee, whether full-time, part-time, or probationary, shall be paid less than the federal minimum wage unless they are expressly exempt from the minimum wage requirement by FLSA regulations.

A. Salary Rates

Salary ranges, as seen in Exhibit II, are intended to furnish administrative flexibility in recognizing individual differences among positions allocated to the same class and to provide employee incentives.

B. Starting Rates

The minimum rate established for a class is the normal hiring rate except in those cases where unusual circumstances (such as inability to fill the position at the hiring rate or exceptional qualifications of an applicant) appear to warrant employing an individual at a higher rate in the pay range. Any department head desiring to appoint an applicant to start at a salary above the minimum must submit justification to the Mayor for approval. Such appointments shall be made only in exceptional cases as decided by the Mayor and/or governing body only after the current pay rates, qualifications, and skill levels of existing job incumbents are carefully considered.

C. Rates Above the Pay Range

Each pay range is intended to serve as a guideline for management for the highest pay rate the Town of Ashland City will normally pay an employee for a particular job.

D. Rates Below the Minimum

It is possible that employees' pay rates, probably for recent hires, will occasionally fall below the pay range upon adjustment of the pay table (see IV C above). Normally, the pay rates of such employees will be immediately adjusted to the new pay range at the time the new pay table becomes effective.

E. Hourly Rates

Employees paid on an hourly rate basis excluding salaried exempt employees as set out by the Department of Labor are paid for all time actually worked. The Mayor and City Council shall appropriate by budget all salaries paid by the city. Due consideration shall be given to duties performed, responsibilities, technical knowledge, and skills required to perform the work satisfactorily, the labor market, and availability of people having the desired qualifications.

IX. Timesheets

It is the responsibility of the employee to complete timesheets accurately reporting hours worked, paid time off taken, overtime, and on call pay. Any unpaid leave should be approved by the mayor or immediate supervisor and will be notated on the timesheet. Employee paychecks are issued by what is reported on the timesheet to the finance department. The immediate supervisor will review and sign the timesheet for accuracy. As stated in the Employee Manual, Section II. Employment Subsection O. Attendance, "Employees found cheating on their timesheets will be subject to immediate dismissal."

X. Pay Adjustments

A. Pay Increases

1. Eligibility

All non-probationary full-time and part-time employees in good standing whose current pay rate is within pay range are eligible for a pay increase in July each year, subject to appropriation by City Council as part of the annual budget process. Employees who have been placed on disciplinary status or who have not received a good standing annual evaluation will not receive a pay increase. For recently hired employees still on probationary status, eligibility for pay increase is to be delayed until the end of their probationary period.

Note: Jobs requiring employees earn certification per state regulations- An employee who has **not** earned certification in a job that **requires** it. The employee will be ineligible for any pay increase until after the time frame in which certification is earned as stated in the job description. In such cases an employee's pay rate would be adjusted to the appropriate pay rate once the employee receives certification.

2. Pay Increase Amount

The base pay rate of employees eligible to receive a pay increase will be increase as determined and at the desecration of the department head and mayor based on evaluation and merit. All pay increases will then be presented to the council for approval and justification during the annual budget appropriation process.

3. Pay Increases-Employees on Leave of Absence

Scheduled pay increases will be postponed for employees on approved non-job related medical or personal leave of absence until they return to work. Pay increases will be postponed beyond the date of return to work in cases where such absence exceeds four months (will normally be postponed one additional month for every month of leave beyond four). Pay increases will not be delayed for worker's compensation related medical leave of absence.

4. Pay Increases-Employees on Light Duty

Employees in light duty positions are eligible for a pay increase.

B. Pay Table Adjustment Increases

As indicated in IV C above, the pay table may be adjusted periodically to keep pace with the labor market. This adjustment will be effective July 1 (the beginning of the fiscal year) after receiving City Council approval voted on by resolution.

C. Longevity Payments

1. Eligibility

Full-time employees after three years of service will begin receiving a longevity payment of \$100 per year of service, subject to appropriation by City Council as part of the annual budget process.

Part-time employees after three years of service will begin receiving a longevity payment of \$50 per year of service, subject to appropriation by City Council as part of the annual budget process.

2. Payment Date

The longevity payment is to be paid in the month of November.

3. Withholdings

Longevity payments will be subject to standard tax withholding excluding retirement.

D. Promotional Increases

1. Definition of Promotion

Placement of an individual in a job which is in a pay grade that is higher than the individual's current pay grade will be considered a promotion. (Temporary job reassignments of less than six months will not normally be considered a promotion.)

2. Increase Amount

Upon promotion the individual's salary is to be adjusted to reflect the increased demands and responsibility of the new position. Normally, the employee's pay rate will be increased to represent at least a 5% increase over his/her current pay rate as determined appropriate by the mayor and department head.

E. Temporary Reassignment

Adjustments to pay rates of employees assigned temporarily (for less than six months) to perform work of higher-level jobs will be made at the discretion of management.

F. Lateral Job Reassignments

Reassignment from one job to another in the same pay grade will be considered a lateral move. No immediate adjustment to pay will be made.

G. Demotions or Reassignment to a Lower Pay Grade

Demotions occur when an employee is returned or transferred to a position in a lower pay grade. Additionally, employees may voluntarily ask to move to a job in a lower pay grade, perhaps through the job posting/bidding process. If an employee was promoted and subsequently returns to the original (lower) job, his/her pay rate would be adjusted to the rate it would equal if the promotion had not occurred. Whether or not a reduction in pay should occur in other situations depends on consideration of the following:

1. Was the demotion related to employee's performance or to a reduction in force or organizational change?
2. How will the employee's pay rate compare with pay rates of other incumbents in a lower graded job or similar jobs?
3. How long has the employee been in the higher-level job?
4. What has been the Town of Ashland City's past practice in similar situations?

It is often sound practice to reduce the employee's pay rate to be consistent with rates of pay of other incumbents in the new job who possess similar skills and tenure.

H. Re-Classification of Position

A review of market salary data for the purpose of adjusting the pay table or at any other time may suggest that a job should be re-classified to a higher or lower pay grade. Normally, consistent data obtained for two periods over a span of eighteen to twenty-four months are required to confirm such a trend and justify re-classification. This may occur as the job responsibilities evolve over time. Section "G" above would apply to re-classification of a job to a lower pay grade. For an employee whose position was re-classified to a higher pay grade, the employee's pay would be adjusted in the pay range closest to but no less than his/her current pay rate. Significant changes in job responsibilities within a short time period will normally be treated as a promotion.

XI. Paychecks

All employees of the Town of Ashland City shall be issued pay on a biweekly basis. If you have questions about your work time, salary or paycheck, call it to the attention of the City Clerk/Recorder within the pay period in question or immediately thereafter. Checks are picked up from each department by department head each pay day. If you are absent on payday and wish to have someone else obtain your check for you, you may give a verbal confirmation authorizing the city to give your check to the bearer.

1. **Final Paycheck** – The final paycheck for a resigning employee will be made available on his/her regular payday.
2. **Lost Paychecks** – Employees are responsible for their paychecks after they have been issued. Checks lost or otherwise missing should be reported immediately to the City Recorder so that a stop payment order may be initiated. The Recorder will determine if and when a new check should be issued to replace a lost or missing check. Cost of stop payment of check will be paid by the employee.
3. **Unclaimed paychecks** – Paychecks not claimed by employees within ten (10) days of the date issued must be returned by the supervisor to the City Recorder.

XII. Payroll Deductions

The following deductions will be made when authorized by an employee:

1. **Federal Income Tax**: Federal taxes are withheld from employees' paychecks based on the number of dependents claimed by each individual. Employees are required to keep on file with the municipal government a copy of the W-4 form. In the event of changes in the employee exemption status, a revised W-4 must be filed before payroll deduction adjustments will be made.
2. **Social Security/Medicare**: Social Security payments and deductions will be made according to the Social Security Act. The City Recorder shall keep such records and make such reports as may be required by applicable state and federal laws or regulations.
3. **Other**: Other City authorized deductions will be made from an employee's pay only with the employee's signed consent or as required by law.
 - a. Medical insurance
 - b. Life insurance
 - c. Vision insurance
 - d. Supplemental insurance
 - e. Additional life insurance
 - f. Deferred compensation payments
 - g. Dental insurance
 - h. Child support garnishments
 - i. Any other garnishments or deductions agreed to or required by law
 - j. TCRS Retirement will be taken out of an employee paycheck after 30 day's employment at a rate of 5% of gross total per paycheck.

- k. Any court order for garnishments or child support will be taken as ordered by the court.
- l. Other city-authorized deductions may be made from an employee's pay only with the employee's signed consent.

If all leave has been exhausted, an employee must make arrangements to cover any premiums or deductions not covered by the city's umbrella plan. Additional coverages being paid by the city is done as a courtesy and benefit for the employee but is not the responsibility of the city. These are the responsibility of the employee. Arrangements must be made with the City Recorder before the leave is exhausted. The city will not continue to pay additional premiums or deductions, if the employee has made no arrangement. Any arrangement for repayment will not exceed 6 months without approval from the Mayor.

EXHIBIT 1
The Town of Ashland City Job Description Format

JOB DESCRIPTION

Town of Ashland City
(Department)
(Location)

CLASSIFICATION TITLE:	(Job Title)
DEPARTMENT:	(Department)
REVISION DATE:	(Last date of Council Approval)
REPORTS TO:	(Department Head's Title)
EMPLOYMENT STATUS:	(Full-time or Part-time)
FLSA STATUS:	(Exempt or Non-exempt)
PAY RANGE:	(Pay Grade)

JOB SUMMARY

(A brief one or two sentence description of the purpose of the job)

ESSENTIAL DUTIES AND RESPONSIBILITIES

(Brief statements, in descending order of importance based on frequency and impact, of the essential job functions. Essential function are those:)

- (For which the position exists to perform ex: data entry operator job exists to operate computer keyboard to input data)
- (For which there are a limited number of other employees available to perform the function)
- (Highly specialized in nature requiring incumbents to be hired specifically because of the skill or ability to perform them)

QUALIFICATIONS

(Brief description of the following job requirements)

- (Education)
- (Experience)
- (Certificates, Licenses, Registrations which include time allowed to become certified)
- (Special Requirements)

REQUIRED KNOWLEDGE AND ABILITIES

(Brief description of required knowledge, skills, and abilities)

EQUIPMENT OPERATED

- (Computer, printer, various office machines (phone, calculator, copier, etc.)
- (software)
- (Microsoft Office Suites)
- (Cell phone)

WORKING CONDITIONS

- (Working conditions are in an office environment)
- (Working environment is office setting with some lifting of office supplies weighing up to 20lbs)
- (Located in a busy office, faced with constant interruptions)

USUAL PHYSICAL DEMANDS

(Brief description of requirements for lifting, walking, sitting, seeing, hearing, reaching, feeling, and talking)

EMPLOYEE AWARENESS

- Implement and assure adherence to The Town of Ashland City policies and procedures regarding Equal Employment Opportunity.
- Adheres to The Town of Ashland City initiative on business ethics and conduct.
- Adheres to federal/state laws and relations regarding MSDA, OSHA and EPA compliance.

This is not necessarily an exhaustive list of all responsibilities, skills, duties, requirements, efforts or working conditions associated with the job. While this is intended to be an accurate reflection of the current job, management reserves the right to revise the job, or to require that other, or different tasks be performed when circumstances change (i.e. emergencies, changes in personnel or workload, etc.).

MANAGEMENT APPROVAL

Manager's Signature

____/____/____
Date

EMPLOYEE UNDERSTANDING AND AGREEMENT

Employee's Signature

____/____/____
Date



EXHIBIT II

Town of Ashland City Pay Table

Pay Grade	Job Title		Pay Range		
			Starting Salary	Midpoint	Highest Salary
10	Public Utilites/Public Works Director		\$66,090.00	\$77,753.00	\$100,107.00
9	City Recorder	Fire and Codes Director	\$59,141.00	\$69,577.00	\$85,998.00
	Police Chief				
8	Deputy Fire Chief	Court Clerk	\$52,923.00	\$62,262.00	\$80,163.00
	Assistant Police Chief	Parks Director			
	Financial Director Manager				
7	Fire Marshal	Wastewater Plant Chief Operator	\$47,358.00	\$55,715.00	\$71,734.00
	Water Plant Chief Operator	Fire Department Captain			
	Police Detective	Building Inspector			
6	Building Codes Officer	Senior Center Director	\$42,378.00	\$49,857.00	\$61,623.00
	Utility Maintenance Supervisor	Waste Water Plant Operator III			
	Water Plant Operator III	Police Sergeant			
	Firefighter II/Paramedic				
5	Street Maintenance Supervisor	Police Corporal	\$37,923.00	\$44,615.00	\$55,145.00
	Mechanic II	Firefighter II			
	Water Plant Operator II	Part-time Firefighter			
	Lead Accounting Clerk	Waste Water Plant Operator II			
4	Administrative Assistant (Fire)	Administrative Assistant (Police)	\$33,935.00	\$39,924.00	\$49,347.00
	Cross Connection Coordinator	PW/PU Administrative Assistant			
	Senior Equipment Operator	Parks Maintenance Supervisor			
	Mechanic I	Building Maintenance Assistant			
	Water Distribution/Waste Water Collection Specialist	Court Officer			
		Police Officer			
	Athletic Supervisor	Firefighter I			
	Lead Deputy Court Clerk	Accounting Clerk II			
Assistant Senior Center Director					
3	Water/Wastewater Distribution/Collections Assistant	Accounting Clerk I	\$35,726.00	\$44,158.00	
		Police Clerk			
	Water Plant Operator I (no license)	Streets Maintenance Assistant			
	Judicial Commissioner	Deputy Court Clerk I			
Waste Water Plant Operator I (no license)	Adminstrative Assistant (Mayor's Office)				
2	Senior Center Activities Corrdinator		\$27,174.00	\$31,969.00	\$39,514.00
1	Janitor		\$21,760.00	\$25,600.00	\$31,642.00

SALARY STUDY
PROPOSED
Pay Table

Pay Grade	Job Title		Pay Range		
			Starting Salary	Midpoint	Highest Salary
15	City Recorder		\$64,773.00	\$103,413.00	\$142,053.00
14	Finance Director		\$61,689.00	\$92,606.00	\$123,524.00
13	Fire Chief	Police Chief	\$58,751.00	\$83,082.00	\$107,412.00
	Public Works Director				
12	Deputy Police Chief	Deputy Fire Chief	\$53,410.00	\$73,406.00	\$93,402.00
	Parks and Recreation Director				
11	Senior Citizens Center Director	Water Treatment Plant Chief Operator	\$48,555.00	\$64,887.00	\$81,219.00
	Building and Codes Director	Waste Water Treatment Plant Chief Operator			
10	Backflow/ADA & Safety Coordinator	Fire Captian	\$44,141.00	\$57,383.00	\$70,625.00
9	Lead Accounting Clerk	Public Works Foreman	\$40,128.00	\$52,166.00	\$64,205.00
	Court Clerk	Public Works Water/Wastewater Foreman			
	I.T. Technician	Police Sergeant			
	Building Codes Inspector II.	Police Detective			
8	Accounting Clerk II.	Street Maintenance Foreman	\$36,480.00	\$47,424.00	\$58,368.00
	Fire/Building & Life Safety Administrative Assistant	Wastewater/Water Collections Specialist			
	Senior Citizens Assistant Director	Parks Maintenace Supervisor			
	Building Codes Inspector I.	Equipment Operator			
	Fleet Mechanic	Wastewater Treatment Plant/FOG Compliance Officer			
	Police Corporal				
7	Accounting Clerk I.	Water Treatment Plant Operator III.	\$33,164.00	\$43,113.00	\$53,062.00
	Deputy Court Clerk	Wastewater Treatment Plant Operator III.			
	Police Administrative Assistant	Police Officer			
	Wastewater/Water Collection Assistant	Street Maintenance Foreman			
	Parks and Recreation Athletics Coordinator	Firefighter/Paramedic			

6	Police Clerk	Water Treatment Operator II	\$30,149.00	\$39,193.00	\$48,238.00
	Public Works Administrative Assistant	Firefighter II.			
	Customer Service/Accounting Clerk	Firefighter/AEMT			
	Court Officer				
5	Senior Citizens Program Coordinator	Water Treatment Operator I.	\$27,408.00	\$35,630.00	\$43,853.00
	Street Maintenance Assistant	Firefighter I.			
4	Parks and Recreation Maintenance Worker (FT)		\$24,916.00	\$32,391.00	\$39,866.00
3	Parks and Recreation Maintenance Worker (PT)		\$22,651.00	\$29,447.00	\$36,242.00
2	Senior Citizens Custodian		\$20,592.00	\$26,770.00	\$32,947.00
1	Seasonal/Part time		\$18,720.00	\$24,336.00	\$29,952.00