

# Classification and Compensation Study



**May 2023**



12730 Fair Lakes Circle, Suite 600  
Fairfax, Virginia 22033



# MANAGEMENT ADVISORY GROUP INTL., INC.

## MANAGEMENT CONSULTING SERVICES

May 24, 2023

Jaclyn Johnson  
Director of HR and Payroll  
Blount County Government  
341 Court Street  
Maryville, TN 37804

Dear Jaclyn,


Management Advisory Group International, Inc. (MAG) is pleased to present this *Classification and Compensation Study Report* to Blount County. This report has been developed based on job analysis of included classifications (internal relationships) and market analysis (external competitiveness). The report is organized into the following sections:

- Section 1: Compensation Philosophy
- Section 2: Introduction and Approach
- Section 3: Selected Compensation Policies
- Section 4: Current/Original Pay Structure and Plans
- Section 5: Salary Survey Summary
- Section 6: Proposed Pay Structures and Plans
- Section 7: Alphabetical Class List
- Section 8: Class Comparison List

MAG would like to express our thanks to all employees and staff who have participated in this important project.

Sincerely,

Carolyn Long  
Senior Executive VP  
Management Advisory Group International, Inc.  
12730 Fair Lakes Circle, Suite 600  
Fairfax, Virginia 22033  
Phone: (703) 590-7250  
Email: [carolyn@maginc.org](mailto:carolyn@maginc.org)



**Blount County, Tennessee**  
**Classification & Compensation Study**

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Transmittal Letter

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**SECTION 1.0**  
***Proposed Compensation Philosophy***

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## 1.0 Proposed Compensation Philosophy for Blount County

Blount County strives to provide exemplary service to the community by being a model for 21st Century government.

Recognizing the importance of our workforce of dedicated and talented professional staff, we are committed to promoting organizational and community values that include: **exceptional service to the public; consistent and excellent performance; innovation; good fiscal, social, and environmental stewardship; and ethical behavior.**

To achieve and maintain our high standards of service and performance, the County must continue to attract and retain well-qualified staff who exemplify the organization's values. A public service environment that is attractive to such individuals depends upon many factors, including pride, teamwork, a competitive compensation program, and non-monetary benefits such as recognition in the workplace for accomplishments, professional development and opportunities for promotion and a positive work environment.

The County is committed to being an "employer of choice" as part of an overall strategy of attracting and retaining talent that will uphold the County's organizational values.

The compensation program is committed to retaining and attracting high-skilled, high-performing staff capable of delivering the highest standards of public service to our community. The County expects all staff to consistently perform to those high standards in their work performance, customer service, ethics and passion for public service.

The County strives to administer pay and benefits in a way that is fair and transparent to all, that provides equal pay for equal work, and that does not take into consideration race, ethnicity, religion, sex, gender, sexual orientation, gender identity or expression, or other factors unrelated to work performance.

In order to provide competitive, sustainable, and responsible compensation, the County will consider the following:

Total compensation which consists of but is not limited to: direct compensation, e.g. salary; and indirect compensation such as health insurance, retirement, professional development and time-off benefits.

In evaluating competitive compensation, the County will consider:

- A. Financial sustainability as reflected by the County's financial forecasts and revenue projections, competing service priorities, long-term liabilities, capital improvement and other asset requirements, and fund reserve levels.
- B. The "relevant labor market" which may vary depending upon classification but is primarily defined by geographic region (predominately local and/or state-wide) and key markets (municipal and other government agencies) and if applicable, private sector when readily available and effectively comparable.
- C. "Internal Relationships" referring to the relative value of classifications to one another as determined by the County. The County will compare responsibilities, skill level, knowledge, ability and judgment to determine similarity, and evaluate the equity of pay differentials.
- D. Other relevant factors may include unforeseen economic, regulatory or service changes.
- E. We seek transparency with the community, recognizing that taxpayers and ratepayers ultimately fund all employee compensation and deserve commensurate value from all those who work for the County. This includes not only disclosure of the components of workforce compensation, but adequate advance notice of material policy changes in order to participate effectively in decision-making that affects the County's finances.

Ideally, every five years, the County will evaluate its compensation structure, programs and policies to assess market competitiveness, effectiveness and compliance with applicable State and federal law. This is with the understanding that more frequent adjustments to the compensation structure may be needed as a result of intermittent evaluations or other factors already cited. This will be accomplished by working with County human resources staff to fairly apportion compensation and benefits, utilizing all the resources and tools available to the County.

**SECTION 2.0**  
***Introduction and Methodology***

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## ***2.0 Introduction & Methodology***

### **Introduction**

Blount County contracted with Management Advisory Group International, Inc. (MAG) to conduct a compensation review and assessment of jobs study for current County classifications. This report presents the findings and recommendations of the study. MAG's findings and recommendations are based on:

- market review;
- current organizational structure;
- discussions with human resources professionals and management;
- job analysis based on current class/job descriptions and completion of Job Analysis Questionnaires by incumbent employees;
- internal equity and external competitiveness considerations.

The goal of the County for this project was to provide the foundation for an appropriate classification and compensation system and pay plan based on current compensation levels for similar public sector employers, municipalities, and local market competitors. In response, MAG has developed a proposed pay plan and developed salary adjustment recommendations for current incumbents in included County classifications.

### **Project Focus**

The objectives of the study were to:

- Conduct a review of included County job titles;
- Review salary and compensation information from similar/competitor organizations;
- Develop a revised classification plan; and,
- Develop a revised compensation and pay plan;
- Provide options for the County's consideration to find a reasonable and cost-effective way to transition to the new plan(s).

A list of project tasks and activities is indicated below by Exhibit 2-1.



**EXHIBIT 2-1  
BLOUNT COUNTY  
PROJECT TASKS**

**Project Initiation** – Developed project proposal, work plan and timeline. Discussed with County administration and revised project work plan.

**Initial Meetings** – Met with County Human Resources administration and County leadership to clearly define the scope, goal(s), and objective(s) for the proposed study.

**Developed Comprehensive Market Survey** – MAG developed a market survey document for target agencies. Reviewed/evaluated class/job descriptions for included classifications to gather job specific information on scope/level of duties/responsibilities and essential job attributes.

**Reviewed Job Analysis Questionnaires** – Reviewed/evaluated current job duties provided by nearly 450 employees in the online Job Analysis Questionnaire for included classifications. Questionnaires were completed for 221 of the 254 job titles.

**Reviewed market information** – Reviewed market data from target organizations for selected benchmark classifications.

**Conducted Job Analysis** – Analyzed jobs and created profiles based on information in current class/job descriptions and the data in the Job Analysis Questionnaires.

**Developed Pay Plan** – Developed a proposed pay plan based on the results of the market information, job analysis profiles and internal/external equity considerations.

**Developed & Submitted Draft Report** – Develop and submit a Draft Report for review integrating the job analysis, proposed pay and classification plan, market information, and related recommendations.

**Revised Draft Report** – Incorporate the technical review of materials.

**Develop & Submit Final Report** – Submit a Final Report.

## **Approach Overview**

The study methodology included:

- collection of current personnel, human resources and organizational background information;
- review/analysis of current class/job descriptions;
- identification of classification benchmarks;
- conduct a market review of the County's market position;
- monitoring of Job Analysis Questionnaires completed by employees;
- review of the job data provided by employees; and,
- analysis with recommendations concerning the relative ranking of included County Government positions to develop a classification plan that will ensure internal equity.

## **Initial Meetings and Orientation**

Upon agreement to proceed, the project team met with Human Resources staff to discuss the study's objectives, along with the strengths and needs of the current organizational compensation management systems. County management provided input regarding the County's preferences and needs of the systems to be developed. MAG's representatives requested documentation about current compensation and classification programs, met with HR management to discuss these systems, and developed an understanding of concerns to be addressed.

The study results and outcomes are not the result of decisions made in isolation by the consultant but are the result of the consultants working to order responsibilities of the work into a compensation and classification plan that serves as a starting point for making current and future compensation and classification decisions.

## **Market Review**

The County employs a wide range of jobs that contain a mix of work responsibilities found in both the public and private sectors. The Market Review reflected the variety of duties and responsibilities in which County Government employees engage.

In establishing a competitive market for the employees of the County, and to enable the County to support growth, recruitment, and retention in the exciting years ahead, MAG developed a list of target organizations to be reviewed.

Organizations typically included as competitors in a market review are those that are:

- competing with County Government for employees, for either lower level or higher-level positions;
- geographically situated in such a fashion as to almost automatically be considered a competitor;
- structured similarly to the County, or providing similar types of services;
- attractive to highly valued employees for one reason or another; and,
- within a reasonable commuting distance.

Organizations surveyed and reviewed included:

Alcoa  
Anderson County  
Anderson County Schools  
Chattanooga  
Hamilton County  
Knox County  
Knox County Schools  
Knoxville  
Knoxville Airport Authority  
Loudon County  
Maryville  
Maryville City Schools  
Murfreesboro  
O\*net Online, a source for private sector data, published by the US Department of Labor.  
Pigeon Forge  
Williamson County  
Wilson County

## **Proposed Pay Plans**

Specific details of the plans are provided in report tables starting in section 6.0. The proposed pay plans put employees into a Unified range plan. Employees performing the same duties were placed in the same class and pay grade, regardless of the number of hours (PT/FT).

## **Pay Plan Structure**

The Unified pay plan structure is for all included general positions within the scope of the study. It provides for ranges of approximately 50% from minimum to maximum, which reflects the market surveyed. There is 5% between each pay grade. The structure recommended is transparent, permits employees to have a perspective that provides some security, but it still wholly dependent on the County's ability to fund future structure adjustments.

## **Salary Compression**

Salary compression, also known as wage or pay compression, is pay differential that results from various causes, but that is often deemed as unfair or unequal by members of the workforce within the organization. It is an issue that many management and human resources professionals deal with on a regular basis. There are numerous reasons for these kinds of differentials that occur, and they often seem justified in the outset. However, over time, wage compression can lead to low morale and hurt feelings within the ranks of previously loyal employees.

## **Examples of Salary Compression**

Salary compression is not a new concept. For example, it is a common practice for an organization to offer a higher starting salary to sought after employees who may be seen as "rock

stars” or as someone who has a great deal to offer the organization. Higher pay is used as an incentive to lure the candidate. It is also seen when viewing fixed salaried professionals like managers and supervisors versus hourly employees who are eligible for perks like shift differentials and overtime pay. Sometimes pay inequities occur after a consolidation of two or more functional areas that were run very differently from one another previously. Wage compression can also occur in an organization with a large percentage of low wage earners when the low wage rates are increased; as new hires come on, they are earning the same amount as those who may have been with the organization for years.

### **Impact of Wage Compression**

Impacts of wage compression can be seen on a one-to-one level or across entire organizations. Those whose pay is compressed, or who are receiving less money, are likely to be affected by low morale. They may feel discouraged, naturally. It doesn’t make sense to continue working just as hard when their efforts are not perceived as being compensated.

This can lead to a more noticeable problem of poor performance in employees, which hurts the bottom line and ultimately affects everyone. There may also be retention issues related to salary compression. Those who feel slighted are more likely to look for alternate employment. High turnover rates are costly to any organization.

It may also be harder to recruit from within for higher level positions if employees see no economic benefit in accepting the added responsibility and work of a promotion.

### **Plan Implementation**

MAG recommends that the new compensation structure go into effect as soon as feasible.

**SECTION 3.0**  
***Selected Compensation Policy Recommendations***

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### ***3.0 – Selected Compensation Policies***

As part of the overall study, Management Advisory Group typically offers observations and recommendations regarding best practices in compensation policies. These observations are not meant to replace existing policies, but to provide a fresh look and compare the County’s compensation policies against “best practices”. An objective statement of compensation policies also includes the expressed outcome to attract, reward, and retain qualified employees who can help the County achieve its mission. In support of the vision statement, MAG observations may assist the County as it strives to provide a total compensation program that enables the County to:

- attract and retain a high-quality and diverse workforce;
- reward and retain qualified employees;
- provide a fair and consistent framework for assigning jobs;
- maintain salary structures at market competitive levels;
- ensure fair and consistent pay practices;
- comply with applicable laws and regulations; and,
- operate within the constraints of fiscal resources;
- be an employer that inspires excellence.

As an employer, the County embraces a fair and equitable compensation plan to support achievement of the following goals.

1. The County strives to provide a total compensation program that is fiscally sound, equitable and competitive in the defined marketplace.
2. Both benchmarking of select classifications and consideration of the job profile is used as a best practice for compensation of similar positions.
3. Competitive ranges are established for all positions to provide the flexibility needed to adapt to market changes, maintain internal equity and address needs of the County that will ensure a high level of service to the residents of the County.
4. Starting pay for new employees is based upon education and work experience related to positional requirements as well as market conditions.
5. Pay adjustments, other than allowances and supplements, are provided to employees when appropriate to address equity, market responsiveness, and consistency in the administration of the County’s compensation program.
6. Employees are eligible for pay increases resulting from true promotions and reclassifications.

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7. Part-time/temporary employees may not be eligible for the same benefits as full-time employees.
8. Fair Labor Standards requirements will be applied fairly and consistently to applicable positions.
9. Benefit plans and other non-cash compensation plans are reviewed periodically for competitiveness, cost effectiveness, and their value to employees and the County.
10. Pay ranges for the County job groups are reviewed as needed or required by collective bargaining agreements, but not less than every five years.

#### **Compensation Policies:**

The following recommendations cover recommendations the on-going administration of the plan.

Numerous opportunities exist for varied work experiences and career advancement within the County. The following outlines how associated pay changes can be administered based on the category of change. All final decisions on the administration of pay are subject to approval by the Commission. In all instances of employee/job reassignment, the employee would be placed in the range, not to exceed the maximum of the range unless specifically stated. Unless otherwise stated, any change in pay would be effective with the next full pay period.

#### **A. Reclassification**

1. When a job has been reclassified to a higher pay grade, the employee's salary shall increase at least 5% in the new pay grade that includes the new salary but is not more than the maximum salary of the new pay grade.

If the reclassification results in an upgrade of one pay grade, the employee's pay will be moved upward by 5%. An upgrade of two or more pay grades will increase the employee's pay by an additional 2.5% increase for each additional pay grade, up to a maximum of 15%. Any increase of more than 10% would require documentation by the department or agency and a supporting recommendation from Human Resources.

For general reclassifications done as a result of an internal or external compensation study, or as a result of a normal budget process review, if the employee has been in the position since on, or before, the first day of the fiscal year, the effective date of any approved change will be the first day of the fiscal year, or the effective date of implementation as approved by the County Commission.



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Otherwise, for an individual reclassification, done outside the normal budget cycle, the effective date of the pay increase will be consistent with the next full pay period.

Reclassification or changes in pay grade, whether resulting from an internal or external compensation study or individual change in pay grade, shall **not be** retroactive with respect to calculating the new salary.

Internal Equity Adjustments are not tied to performance measures. ***The leadership may determine an Internal Equity Adjustment strategy that is separate and apart from the guidelines that cover reclassification.***

Internal Equity Adjustments, resulting from an internal or external comprehensive review, can be to a higher, or lower, pay grade and are not considered a reclassification, promotion or demotion.

2. When a job has been reclassified to a lower pay grade, the affected employee(s) shall have their pay grade adjusted accordingly. The effective date will be the day following the Board of Commissioners adoption date and the change will be reflected in the next full pay period.

If, after the pay grade adjustment, the employee(s) salary is greater than the maximum salary of the new pay range, the employee will continue to be paid at the higher rate of pay, the salary would be “frozen” and the employee is typically ineligible for any pay adjustment until the range “catches up” with the salary and allows for movement.

#### **B. Promotion**

1. When an employee is promoted, as a result of a job change or job progression, to a higher pay grade position, within the same, or to a different, salary schedule, the salary placement within the new pay grade shall be determined as follows: *apply 5% on the salary of the previous grade/schedule and salary for promotions of one pay grade, and an additional 2.5% for each additional pay grade up to a maximum of 15%.* The resulting pay will be no less than the minimum of the new pay grade and no less than a 5% salary increase, but not more than the maximum salary of the assigned pay grade. The effective date will be the day of approval.
2. There may be times when the uniqueness of an individual job and level or necessary skills required by the County, and not just possessed by the incumbent, may require a higher salary schedule placement than stipulated in this section. Under such circumstances, the County Mayor/HR Director *may approve a higher salary placement within the assigned pay grade.*

**C. Lateral Transfer**

A lateral transfer occurs when an employee is transferred from one job class to another in the same pay grade. When there is no change in pay grade there shall be no adjustment in base salary. A lateral transfer is not considered a reclassification or a promotion.

**Temporary Assignment(s)**

1. “Acting” or temporary assignment(s) occurs when the County recognizes a critical job assignment need that must be met and cannot be met through the normal recruitment process. This can occur when an unexpected vacancy occurs; when a mission critical job cannot be filled in a timely fashion; or when a mission objective changes abruptly and requires an immediate action.
2. Temporary or “acting” assignment(s) would be anticipated to last more than 30 days, but less than 6 months. A temporary or “acting” assignment is to fill a vacancy and not to assume the duties of another employee who is on approved leave, i.e. vacation, holiday, medical, or other short-term absence(s).
3. If the position assigned is lower in pay grade (or substantially equivalent pay range) this would not result in a lower salary for the assigned employee even if the employee’s salary exceeded the maximum of the new pay range.
4. If the position assigned is higher in pay grade and extends beyond 30 days, but less than 6 months, there should be a 5% “temporary assignment” pay adjustment for the first pay grade and 2.5% for each additional pay grade to a maximum of 15% or the minimum of the grade, whichever is higher. The employee’s salary shall not exceed the maximum of the assigned range. Employees receiving temporary assignment pay shall sign an agreement acknowledging the understanding that they are receiving “Temporary Assignment Pay” and also acknowledging that when the temporary assignment ends, the “assignment pay” will also end.

**D. Hiring**

1. The hire rate for a new employee with no equivalent and/or relevant level experience is typically the minimum of the salary range to which the job classification is assigned.

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2. New hiring rates (or re-hires) for employees may consider directly relevant experience and/or experience that can be verified by the Human Resources Department. *Employees who have left the County and have been officially terminated will be re-hired using this approach and will not be rehired at the previous salary.* Re-hires who have left the County's employ will be considered using the same approach as new hires.
3. Internal Equity is an equally important consideration in filling a vacant position. Before a salary offer is made, Human Resources will also consider the current salaries, level of education, relevant licenses/certifications, and length of service in the same/similar job class or classes of current incumbents. It is the policy of the County to make every effort to avoid inverted salary relationships by bringing in newly hired employees at a salary that exceeds the current salaries of comparably placed existing employees in the same/similar job class.
4. The Human Resources department may additionally consider a higher salary offer if the open position is determined to be a "hard to fill" position.

"Hard to fill" positions will be determined by the Human Resources Department and will be based on the length of time the position has remained unfilled, the difficulty to recruit, the "mission critical" nature of the work and the market conditions of the position, at the time of a vacancy.

5. Hiring Range is typically considered that span in salary between the minimum of the range and the market point for most positions. For Directorships or Assistant Director level positions, the qualifications of the applicant and/or the needs of the County should include the discretion to hire anywhere within the range. However, consideration should still be given to existing salaries of other employees who are in directly comparable leadership positions.

#### **E. Maximum of the Range**

Ranges are established to reflect the market value of a given job profile and not an incumbent. Once an employee reaches the maximum of his/her assigned range, the salary is frozen, and the employee is not eligible for any additional compensation unless there is a range movement that would result in a higher maximum.

#### **G. Salary Adjustment for Department Directors**

There should be some flexibility for making salary adjustments for Departmental Directors beyond an annual increase when it is based on exceptional performance. The salaries of other substantially equivalent employees should also be given

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consideration to not create undue inequity in the salary relationships between and among comparable levels of peers.

#### **Future Salary Adjustment Recommendations**

The cost to implement and maintain the compensation system should be driven by changes in the labor market and/or internal relationships and should be applied globally to the system, which, in turn, adjusts each salary range. Compensation systems that are well maintained address *two primary issues* on an annual basis:

- the cost to maintain competitiveness within the system; and
- the cost to adjust individual salaries.

From time to time, the County may determine the need to adjust pay grades/ranges based on some factor, such as the Employment Cost Index (ECI) to maintain competitiveness at salary range minimums and hiring rates, as well as accommodate current incumbent pay progression within the grades. Ideally, funding permitting, the County should conduct a salary/market review periodically to assess market conditions and ensure a competitive posture in personnel recruitment and retention. At this time, a more detailed comparison to the external market, as well as, to immediate competitors can be made using a comprehensive methodology such as that used in this review.

#### **Proposed Compensation Plan**

Regardless of an organization's philosophy concerning advancement opportunities afforded to employees, it is essential that movements in the economy, and more specifically, the labor market in which the County competes, be addressed at the system level. Accordingly, salary administration procedures should take their priority based on funding levels and the County's philosophies on pay.

**SECTION 4.0**  
***Current or Original Pay Structures/Plans***

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# Original Pay Grades - Blount County Unified Plan

Pay Plan Original Class

Ann Hours 2080

Ann Days: 260

		Hourly			Daily			Annual			Range%
		Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	
Grade		0.00 %									
Grade	c101	\$12.54	\$16.05	\$19.56	\$100	\$128	\$156	\$26,085	\$33,385	\$40,684	55.97 %
Grade	c102	\$13.61	\$17.42	\$21.22	\$109	\$139	\$170	\$28,303	\$36,223	\$44,143	55.97 %
Grade	ClassS1	\$15.00	\$17.46	\$19.91	\$120	\$140	\$159	\$31,200	\$36,306	\$41,413	32.73 %
Grade	CafeS125	\$15.40	\$17.78	\$20.16	\$123	\$142	\$161	\$32,032	\$36,982	\$41,933	30.91 %
Grade	ClassS2	\$15.50	\$18.04	\$20.57	\$124	\$144	\$165	\$32,240	\$37,513	\$42,786	32.71 %
Grade	ClassSTA	\$15.50	\$18.04	\$20.58	\$124	\$144	\$165	\$32,240	\$37,523	\$42,806	32.77 %
Grade	CafeS225	\$15.90	\$18.36	\$20.82	\$127	\$147	\$167	\$33,072	\$38,189	\$43,306	30.94 %
Grade	ClassS3	\$16.00	\$18.62	\$21.24	\$128	\$149	\$170	\$33,280	\$38,730	\$44,179	32.75 %
Grade	c103	\$14.76	\$18.90	\$23.03	\$118	\$151	\$184	\$30,709	\$39,302	\$47,895	55.97 %
Grade	CafeS325	\$16.41	\$18.95	\$21.49	\$131	\$152	\$172	\$34,133	\$39,416	\$44,699	30.96 %
Grade	ClassS4	\$16.50	\$19.20	\$21.90	\$132	\$154	\$175	\$34,320	\$39,936	\$45,552	32.73 %
Grade	ClassS5	\$17.00	\$19.79	\$22.57	\$136	\$158	\$181	\$35,360	\$41,153	\$46,946	32.76 %
Grade	ClassS6	\$17.50	\$20.37	\$23.23	\$140	\$163	\$186	\$36,400	\$42,359	\$48,318	32.74 %
Grade	c104	\$16.02	\$20.50	\$24.98	\$128	\$164	\$200	\$33,319	\$42,642	\$51,966	55.97 %
Grade	ClassS7	\$18.00	\$20.95	\$23.89	\$144	\$168	\$191	\$37,440	\$43,566	\$49,691	32.72 %
Grade	ClassS8	\$18.50	\$21.53	\$24.56	\$148	\$172	\$196	\$38,480	\$44,782	\$51,085	32.76 %
Grade	ClassS80	\$17.93	\$21.60	\$25.26	\$143	\$173	\$202	\$37,294	\$44,918	\$52,541	40.88 %
Grade	c105	\$17.38	\$22.24	\$27.11	\$139	\$178	\$217	\$36,151	\$46,267	\$56,383	55.97 %
Grade	ClassS87	\$18.62	\$22.43	\$26.23	\$149	\$179	\$210	\$38,730	\$46,644	\$54,558	40.87 %
Grade	CafeSEle	\$18.74	\$22.61	\$26.48	\$150	\$181	\$212	\$38,979	\$47,029	\$55,078	41.30 %
Grade	ClassS10	\$19.50	\$23.18	\$26.86	\$156	\$185	\$215	\$40,560	\$48,214	\$55,869	37.74 %
Grade	ClassS81	\$19.31	\$23.26	\$27.20	\$154	\$186	\$218	\$40,165	\$48,370	\$56,576	40.86 %
Grade	ClassSCp	\$18.18	\$23.41	\$28.64	\$145	\$187	\$229	\$37,814	\$48,693	\$59,571	57.54 %
Grade	CafeSMS	\$19.62	\$23.67	\$27.72	\$157	\$189	\$222	\$40,810	\$49,234	\$57,658	41.28 %
Grade	c106	\$18.86	\$24.13	\$29.41	\$151	\$193	\$235	\$39,224	\$50,201	\$61,177	55.97 %
Grade	ClassSLP	\$19.58	\$24.42	\$29.26	\$157	\$195	\$234	\$40,726	\$50,794	\$60,861	49.44 %
Grade	CafeSHS	\$20.49	\$24.72	\$28.94	\$164	\$198	\$232	\$42,619	\$51,407	\$60,195	41.24 %
Grade	ClassS83	\$20.69	\$24.92	\$29.14	\$166	\$199	\$233	\$43,035	\$51,823	\$60,611	40.84 %
Grade	ClassSFS	\$20.43	\$25.48	\$30.52	\$163	\$204	\$244	\$42,494	\$52,988	\$63,482	49.39 %
Grade	c107	\$20.46	\$26.19	\$31.91	\$164	\$209	\$255	\$42,559	\$54,468	\$66,377	55.97 %
Grade	c108	\$22.20	\$28.41	\$34.62	\$178	\$227	\$277	\$46,176	\$59,097	\$72,019	55.97 %
Grade	ClassSCu	\$22.98	\$28.66	\$34.33	\$184	\$229	\$275	\$47,798	\$59,602	\$71,406	49.39 %
Grade	ClassSVoi	\$23.31	\$29.43	\$35.54	\$186	\$235	\$284	\$48,485	\$61,204	\$73,923	52.47 %
Grade	ClassSMn	\$24.37	\$30.39	\$36.41	\$195	\$243	\$291	\$50,690	\$63,211	\$75,733	49.41 %
Grade	c109	\$24.09	\$30.83	\$37.57	\$193	\$247	\$301	\$50,101	\$64,121	\$78,141	55.97 %
Grade	ClassSNe	\$25.43	\$31.72	\$38.00	\$203	\$254	\$304	\$52,894	\$65,967	\$79,040	49.43 %

# Original Pay Grades - Blount County Unified Plan

Pay Plan Original Class

Ann Hours 2080

Ann Days: 260

Grade	Class	Hourly			Daily			Annual			Range%
		Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	
Grade	ClassSFS	\$25.57	\$31.89	\$38.21	\$205	\$255	\$306	\$53,186	\$66,331	\$79,477	49.43 %
Grade	ClassSFS	\$24.44	\$32.02	\$39.59	\$196	\$256	\$317	\$50,835	\$66,591	\$82,347	61.99 %
Grade	c110	\$26.13	\$33.45	\$40.76	\$209	\$268	\$326	\$54,360	\$69,572	\$84,783	55.97 %
Grade	ClassSRN	\$26.88	\$33.52	\$40.16	\$215	\$268	\$321	\$55,910	\$69,722	\$83,533	49.40 %
Grade	ClassSPa	\$27.20	\$33.92	\$40.64	\$218	\$271	\$325	\$56,576	\$70,554	\$84,531	49.41 %
Grade	ClassSDA	\$27.35	\$34.11	\$40.87	\$219	\$273	\$327	\$56,888	\$70,949	\$85,010	49.43 %
Grade	ClassSTr	\$27.08	\$34.36	\$41.63	\$217	\$275	\$333	\$56,326	\$71,458	\$86,590	53.73 %
Grade	ClassSFR	\$27.08	\$34.42	\$41.76	\$217	\$275	\$334	\$56,326	\$71,594	\$86,861	54.21 %
Grade	c111	\$28.36	\$36.29	\$44.23	\$227	\$290	\$354	\$58,981	\$75,486	\$91,991	55.97 %
Grade	ClassSHS	\$29.96	\$37.36	\$44.76	\$240	\$299	\$358	\$62,317	\$77,709	\$93,101	49.40 %
Grade	ClassSES	\$28.85	\$37.88	\$46.91	\$231	\$303	\$375	\$60,008	\$78,790	\$97,573	62.60 %
Grade	c112	\$30.77	\$39.38	\$47.99	\$246	\$315	\$384	\$63,994	\$81,902	\$99,809	55.97 %
Grade	ClassSAC	\$32.78	\$40.88	\$48.97	\$262	\$327	\$392	\$68,182	\$85,020	\$101,858	49.39 %
Grade	ClassSIT	\$32.49	\$41.24	\$49.98	\$260	\$330	\$400	\$67,579	\$85,769	\$103,958	53.83 %
Grade	c113	\$32.77	\$41.94	\$51.10	\$262	\$335	\$409	\$68,154	\$87,226	\$106,298	55.97 %
Grade	c114	\$34.90	\$44.66	\$54.43	\$279	\$357	\$435	\$72,584	\$92,895	\$113,206	55.97 %
Grade	ClassSMn	\$35.88	\$45.13	\$54.37	\$287	\$361	\$435	\$74,630	\$93,860	\$113,090	51.53 %
Grade	c115	\$37.16	\$47.56	\$57.96	\$297	\$381	\$464	\$77,302	\$98,933	\$120,564	55.97 %
Grade	ClassSFis	\$40.47	\$51.40	\$62.32	\$324	\$411	\$499	\$84,178	\$106,902	\$129,626	53.99 %
Grade	c117	\$42.15	\$53.95	\$65.74	\$337	\$432	\$526	\$87,676	\$112,211	\$136,745	55.97 %
Grade	c120	\$50.92	\$65.17	\$79.41	\$407	\$521	\$635	\$105,909	\$135,545	\$165,182	55.97 %

# **ORIGINAL PAY PLAN**



# Original Pay Plan - Blount County Unified Plan

Annual Duty Days - 260    Annual Hours - 2080

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
<b>Grade c101</b>		<b>\$26,085</b>	<b>\$33,385</b>	<b>\$40,684</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Custodian	cCustodian	\$26,085	\$33,385	\$40,684			
File Clerk	cFileClerk	\$26,085	\$33,385	\$40,684			
Fleet Services Assistant	cFleetSvcs	\$26,085	\$33,385	\$40,684			
Food Services Associate	cFoodServ	\$26,085	\$33,385	\$40,684			
Nurse Assistant	cNurseAssi	\$26,085	\$33,385	\$40,684			
Recycle Center Operator	cRecCtrOp	\$26,085	\$33,385	\$40,684			
<b>Grade c102</b>		<b>\$28,303</b>	<b>\$36,223</b>	<b>\$44,143</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Breastfeeding Support Specialist	cBFSupSpe	\$28,303	\$36,223	\$44,143			
Courtroom Assistant	cCourtRoo	\$28,303	\$36,223	\$44,143			
Kennel Assistant	cKennelAss	\$28,303	\$36,223	\$44,143			
Patron Account Associate	cPatronAct	\$28,303	\$36,223	\$44,143			
Public Health Office Clerk	cPubHltOff	\$28,303	\$36,223	\$44,143			
Records Clerk	cRecordsCl	\$28,303	\$36,223	\$44,143			
<b>Grade ClassS1</b>		<b>\$31,200</b>	<b>\$36,306</b>	<b>\$41,413</b>	<b>32.73%</b>	<b>16.37%</b>	<b>14.06%</b>
After School Activities Instructor	sESP-S1	\$31,200	\$36,306	\$41,413			
Food Service Staff	sFSStaff-S	\$31,200	\$36,306	\$41,413			
<b>Grade CafeS125</b>		<b>\$32,032</b>	<b>\$36,982</b>	<b>\$41,933</b>	<b>30.91%</b>	<b>15.45%</b>	<b>13.39%</b>
Food Service Staff	sFSStaff-A	\$32,032	\$36,982	\$41,933			
<b>Grade ClassS2</b>		<b>\$32,240</b>	<b>\$37,513</b>	<b>\$42,786</b>	<b>32.71%</b>	<b>16.35%</b>	<b>14.06%</b>
Custodian	sCustodian	\$32,240	\$37,513	\$42,786			
Food Service Staff	sFSStaff-S	\$32,240	\$37,513	\$42,786			
<b>Grade ClassSTA1</b>		<b>\$32,240</b>	<b>\$37,523</b>	<b>\$42,806</b>	<b>32.77%</b>	<b>16.39%</b>	<b>14.08%</b>
TA IDEA	sTAldea-1	\$32,240	\$37,523	\$42,806			
TA IDEA Pre	sTAldeaPS	\$32,240	\$37,523	\$42,806			
TA REG	sTAReg-1	\$32,240	\$37,523	\$42,806			
TA SPED	sTASpEd-1	\$32,240	\$37,523	\$42,806			
TA State PreK	sTARegPS-	\$32,240	\$37,523	\$42,806			
TA TITLE I	sTATitleI-1	\$32,240	\$37,523	\$42,806			
Volunteer Reading Coord	sFRC-VRC	\$32,240	\$37,523	\$42,806			
<b>Grade CafeS225</b>		<b>\$33,072</b>	<b>\$38,189</b>	<b>\$43,306</b>	<b>30.94%</b>	<b>15.47%</b>	<b>13.40%</b>
Food Service Staff	sFSStaff-S	\$33,072	\$38,189	\$43,306			
<b>Grade ClassS3</b>		<b>\$33,280</b>	<b>\$38,730</b>	<b>\$44,179</b>	<b>32.75%</b>	<b>16.38%</b>	<b>14.07%</b>
After School Activities Instructor	sESP-S3	\$33,280	\$38,730	\$44,179			
Food Service Staff	sFSStaff-S	\$33,280	\$38,730	\$44,179			
<b>Grade c103</b>		<b>\$30,709</b>	<b>\$39,302</b>	<b>\$47,895</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Counter Clerk I - CCI	cCounterCl	\$30,709	\$39,302	\$47,895			
Data Clerk	cDataClerk	\$30,709	\$39,302	\$47,895			
Deputy Clerk I	cDeputyCle	\$30,709	\$39,302	\$47,895			
Jail Clerk	cJailClerk	\$30,709	\$39,302	\$47,895			
Patron Services Specialist	cPatronSrv	\$30,709	\$39,302	\$47,895			
TIBRS & NCIC Data Clerk	cTibrsClerk	\$30,709	\$39,302	\$47,895			
Vehicle Washing Coordinator	cVehWash	\$30,709	\$39,302	\$47,895			
<b>Grade CafeS325</b>		<b>\$34,133</b>	<b>\$39,416</b>	<b>\$44,699</b>	<b>30.96%</b>	<b>15.48%</b>	<b>13.40%</b>
Food Service Staff	sFSStaff-S	\$34,133	\$39,416	\$44,699			
<b>Grade ClassS4</b>		<b>\$34,320</b>	<b>\$39,936</b>	<b>\$45,552</b>	<b>32.73%</b>	<b>16.36%</b>	<b>14.06%</b>
Receptionist	sRecept-S4	\$34,320	\$39,936	\$45,552			
TA IDEA	sTAldea-3	\$34,320	\$39,936	\$45,552			

# Original Pay Plan - Blount County Unified Plan

Annual Duty Days - 260    Annual Hours - 2080

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
<b>Grade</b>	<b>ClassS4</b>	<b>\$34,320</b>	<b>\$39,936</b>	<b>\$45,552</b>	<b>32.73%</b>	<b>16.36%</b>	<b>14.06%</b>
TA REG	sTAReg-3	\$34,320	\$39,936	\$45,552			
TA SPED	sTASpEd-3	\$34,320	\$39,936	\$45,552			
TA State PreK	sTARegPS-	\$34,320	\$39,936	\$45,552			
TA TITLE I	sTATitleI-3	\$34,320	\$39,936	\$45,552			
<b>Grade</b>	<b>ClassS5</b>	<b>\$35,360</b>	<b>\$41,153</b>	<b>\$46,946</b>	<b>32.76%</b>	<b>16.38%</b>	<b>14.08%</b>
After School Activities Instructor	sESP-S5	\$35,360	\$41,153	\$46,946			
Bookkeeper Elem	sBkkprEle	\$35,360	\$41,153	\$46,946			
Custodian	sCustodian	\$35,360	\$41,153	\$46,946			
Head Custodian Elem	sHdCustEle	\$35,360	\$41,153	\$46,946			
Job Coach	sJobCo	\$35,360	\$41,153	\$46,946			
Receptionist	sRecept-S5	\$35,360	\$41,153	\$46,946			
Secretary	sSec-S5	\$35,360	\$41,153	\$46,946			
Secretary Guidance	sSecGuid	\$35,360	\$41,153	\$46,946			
Secretary IDEA	sSecIdea	\$35,360	\$41,153	\$46,946			
TA SPED	sTASpEd-S	\$35,360	\$41,153	\$46,946			
<b>Grade</b>	<b>ClassS6</b>	<b>\$36,400</b>	<b>\$42,359</b>	<b>\$48,318</b>	<b>32.74%</b>	<b>16.37%</b>	<b>14.07%</b>
Bookkeeper Mid	sBkkprMid	\$36,400	\$42,359	\$48,318			
Receptionist	sRecept-S6	\$36,400	\$42,359	\$48,318			
Secretary Vocational	sSecVoc	\$36,400	\$42,359	\$48,318			
<b>Grade</b>	<b>c104</b>	<b>\$33,319</b>	<b>\$42,642</b>	<b>\$51,966</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Accounting Clerk I	cAcctgCler	\$33,319	\$42,642	\$51,966			
Administrative Assistant	cAdminAsst	\$33,319	\$42,642	\$51,966			
Assistant Jury Coordinator	cAsstJuryC	\$33,319	\$42,642	\$51,966			
Counter Clerk II - CCI	cCounterCl	\$33,319	\$42,642	\$51,966			
Courtroom Supervisor	cCourtRoo	\$33,319	\$42,642	\$51,966			
Dental Assistant	cDentalAss	\$33,319	\$42,642	\$51,966			
Deputy Clerk II	cDeputyCle	\$33,319	\$42,642	\$51,966			
Education Services Assistant	cEdServAss	\$33,319	\$42,642	\$51,966			
Elections Specialist	cElectionS	\$33,319	\$42,642	\$51,966			
Equipment Operator II	hEquipOpe	\$33,319	\$42,642	\$51,966			
LPN	cLPN	\$33,319	\$42,642	\$51,966			
LPN	cLPNShf	\$33,319	\$42,642	\$51,966			
Maintenance Technician I	cMntTechI	\$33,319	\$42,642	\$51,966			
Parts Tech	hPartsTech	\$33,319	\$42,642	\$51,966			
Sign Tech	hSignTech	\$33,319	\$42,642	\$51,966			
Title Deeds Clerk	cTitleDeed	\$33,319	\$42,642	\$51,966			
<b>Grade</b>	<b>ClassS7</b>	<b>\$37,440</b>	<b>\$43,566</b>	<b>\$49,691</b>	<b>32.72%</b>	<b>16.36%</b>	<b>14.06%</b>
Bookkeeper HS	sBkkprHigh	\$37,440	\$43,566	\$49,691			
School Health Sec - CEN	sSHSec	\$37,440	\$43,566	\$49,691			
Secretary	sSec-S7	\$37,440	\$43,566	\$49,691			
Secretary Administrative	sHSAdm	\$37,440	\$43,566	\$49,691			
<b>Grade</b>	<b>ClassS8</b>	<b>\$38,480</b>	<b>\$44,782</b>	<b>\$51,085</b>	<b>32.76%</b>	<b>16.38%</b>	<b>14.07%</b>
Accounts Payable - CEN	sSecAP	\$38,480	\$44,782	\$51,085			
Bookkeeper FS - CEN	sFdSvcsBk	\$38,480	\$44,782	\$51,085			
Head Custodian Mid	sHdCustMi	\$38,480	\$44,782	\$51,085			
Maintenance Sec - SYW	sMainSec	\$38,480	\$44,782	\$51,085			
Secretary	sSec-S8	\$38,480	\$44,782	\$51,085			

# Original Pay Plan - Blount County Unified Plan

Annual Duty Days - 260    Annual Hours - 2080

Pay Plan

Original Class	Min	Mid	Max	%Range	%Below	%Above
<b>Grade ClassS8000</b>	<b>\$37,294</b>	<b>\$44,918</b>	<b>\$52,541</b>	<b>40.88%</b>	<b>20.44%</b>	<b>16.97%</b>
Maintenance Staff - SYW sMaintenc	\$37,294	\$44,918	\$52,541			
<b>Grade c105</b>	<b>\$36,151</b>	<b>\$46,267</b>	<b>\$56,383</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Accounting Clerk II cAcctgCler	\$36,151	\$46,267	\$56,383			
Animal Control Officer cControlOff	\$36,151	\$46,267	\$56,383			
Assessor Clerk cAssessorC	\$36,151	\$46,267	\$56,383			
Cataloging Specialist cCatalogSp	\$36,151	\$46,267	\$56,383			
Cattery Operations Manager cCatOprMg	\$36,151	\$46,267	\$56,383			
Chaplain cShfChapla	\$36,151	\$46,267	\$56,383			
Clerk & Master Deputy Clerk cDeputyCle	\$36,151	\$46,267	\$56,383			
Counter Clerk III cCounterCl	\$36,151	\$46,267	\$56,383			
Deputy Assessor cDeputyAss	\$36,151	\$46,267	\$56,383			
Deputy Clerk III cDeputyCle	\$36,151	\$46,267	\$56,383			
Elections Deputy cElectionD	\$36,151	\$46,267	\$56,383			
Equipment Operator III hEquipOpe	\$36,151	\$46,267	\$56,383			
Fleet Maintenance Tech cFleetMtxT	\$36,151	\$46,267	\$56,383			
Fleet Maintenance Tech hFleetMtxT	\$36,151	\$46,267	\$56,383			
Hospitality Services Coordinator cLibHspSrv	\$36,151	\$46,267	\$56,383			
Human Resources Assistant cHRAsst	\$36,151	\$46,267	\$56,383			
Judicial Assistant cJudAsst	\$36,151	\$46,267	\$56,383			
Judicial Commissioner cJudComm	\$36,151	\$46,267	\$56,383			
Judicial Commissioner PT cJudComm	\$36,151	\$46,267	\$56,383			
Kennel Operations Manager cKennelOp	\$36,151	\$46,267	\$56,383			
Law Clerk cLawClerk	\$36,151	\$46,267	\$56,383			
Law Enforcement Training Specialist cTrainShr	\$36,151	\$46,267	\$56,383			
Law Enforcement Training Specialist 103 cLawEnfTr	\$36,151	\$46,267	\$56,383			
Maintenance Technician Assistant hMtxTechA	\$36,151	\$46,267	\$56,383			
Maintenance Technician II cMntTechII	\$36,151	\$46,267	\$56,383			
Mapping Clerk cMappingC	\$36,151	\$46,267	\$56,383			
Nutrition Educator cNutritionE	\$36,151	\$46,267	\$56,383			
Online Services Coordinator cOnlineSer	\$36,151	\$46,267	\$56,383			
Personal Property Assistant cPersPropA	\$36,151	\$46,267	\$56,383			
Records Management Clerk cRcdsMgm	\$36,151	\$46,267	\$56,383			
School Guard cSchoolGu	\$36,151	\$46,267	\$56,383			
Social Counselor cSocCounsl	\$36,151	\$46,267	\$56,383			
Treatment Services Assistant cTrtmtSvcs	\$36,151	\$46,267	\$56,383			
Victim Witness Coordinator cVictimWit	\$36,151	\$46,267	\$56,383			
<b>Grade ClassS875</b>	<b>\$38,730</b>	<b>\$46,644</b>	<b>\$54,558</b>	<b>40.87%</b>	<b>20.44%</b>	<b>16.97%</b>
Maintenance Staff - SYW sMaintenc	\$38,730	\$46,644	\$54,558			
<b>Grade CafeSEleMgr</b>	<b>\$38,979</b>	<b>\$47,029</b>	<b>\$55,078</b>	<b>41.30%</b>	<b>20.65%</b>	<b>17.12%</b>
Food Service Manager sFSMgrEle	\$38,979	\$47,029	\$55,078			
<b>Grade ClassS10</b>	<b>\$40,560</b>	<b>\$48,214</b>	<b>\$55,869</b>	<b>37.74%</b>	<b>18.87%</b>	<b>15.88%</b>
Extended School Director sESPSiteDi	\$40,560	\$48,214	\$55,869			
Head Custodian High sHdCustHig	\$40,560	\$48,214	\$55,869			
<b>Grade ClassS8150</b>	<b>\$40,165</b>	<b>\$48,370</b>	<b>\$56,576</b>	<b>40.86%</b>	<b>20.43%</b>	<b>16.96%</b>
Maintenance Staff - SYW sMaintenc	\$40,165	\$48,370	\$56,576			
<b>Grade ClassScpTk</b>	<b>\$37,814</b>	<b>\$48,693</b>	<b>\$59,571</b>	<b>57.54%</b>	<b>28.77%</b>	<b>22.34%</b>
IT Tech sITTech	\$37,814	\$48,693	\$59,571			

# Original Pay Plan - Blount County Unified Plan

Annual Duty Days - 260    Annual Hours - 2080

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
<b>Grade</b> <b>CafeSMSMgr</b>		<b>\$40,810</b>	<b>\$49,234</b>	<b>\$57,658</b>	<b>41.28%</b>	<b>20.64%</b>	<b>17.11%</b>
Food Service Manager	sFSMgrMid	\$40,810	\$49,234	\$57,658			
<b>Grade</b> <b>c106</b>		<b>\$39,224</b>	<b>\$50,201</b>	<b>\$61,177</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Accounting Clerk III	cAcctgCler	\$39,224	\$50,201	\$61,177			
Administrative Support. Specialist	cAdminSup	\$39,224	\$50,201	\$61,177			
Case Manager	cCaseMan	\$39,224	\$50,201	\$61,177			
Commission Assistant	cCommissi	\$39,224	\$50,201	\$61,177			
Counter Clerk Supervisor	cCnterCler	\$39,224	\$50,201	\$61,177			
Court Officer	cCourtOffic	\$39,224	\$50,201	\$61,177			
Court Security	cCourtSecu	\$39,224	\$50,201	\$61,177			
Deputy Sheriff	cDeputySh	\$39,224	\$50,201	\$61,177			
Deputy Sheriff Reserve	cDepShfRe	\$39,224	\$50,201	\$61,177			
Equipment Operator IV	hEquipOpe	\$39,224	\$50,201	\$61,177			
Escrow & Collections Specialist	cEscrowCol	\$39,224	\$50,201	\$61,177			
Escrow & Collections/Cty Clrk Specialist	cEscrwCnty	\$39,224	\$50,201	\$61,177			
Fleet Maintenance Tech/CDL Skill Examine	hFleetMtxT	\$39,224	\$50,201	\$61,177			
HVAC Technician	cHVACTech	\$39,224	\$50,201	\$61,177			
Maintenance Technician	hMtxTech	\$39,224	\$50,201	\$61,177			
Office Supervisor	cOfficeSupr	\$39,224	\$50,201	\$61,177			
Parts Tech/Facilities Maint. Assistant	hPrtsTchFcl	\$39,224	\$50,201	\$61,177			
Payroll Clerk	cPayrollCle	\$39,224	\$50,201	\$61,177			
PC Specialist	cPCSpecSh	\$39,224	\$50,201	\$61,177			
Probation Officer	cProbation	\$39,224	\$50,201	\$61,177			
Process Server	cProcServe	\$39,224	\$50,201	\$61,177			
Property & Evidence Technician	cPropEvidT	\$39,224	\$50,201	\$61,177			
Quartermaster	cQuarterm	\$39,224	\$50,201	\$61,177			
Tax & Rebate Specialist	cTaxRebat	\$39,224	\$50,201	\$61,177			
Welder	hWelder	\$39,224	\$50,201	\$61,177			
Youth Services Specialist	cYouthSrvs	\$39,224	\$50,201	\$61,177			
<b>Grade</b> <b>ClassSLPN</b>		<b>\$40,726</b>	<b>\$50,794</b>	<b>\$60,861</b>	<b>49.44%</b>	<b>24.72%</b>	<b>19.82%</b>
Health Services Floater LPNC- SYW	sHSLPN	\$40,726	\$50,794	\$60,861			
Nurse LPN	sNrseLPN	\$40,726	\$50,794	\$60,861			
Nurse LPN Idea	sNrseIdea	\$40,726	\$50,794	\$60,861			
<b>Grade</b> <b>CafeSHSMgr</b>		<b>\$42,619</b>	<b>\$51,407</b>	<b>\$60,195</b>	<b>41.24%</b>	<b>20.62%</b>	<b>17.09%</b>
Food Service Manager	sFSMgrHig	\$42,619	\$51,407	\$60,195			
<b>Grade</b> <b>ClassS8300</b>		<b>\$43,035</b>	<b>\$51,823</b>	<b>\$60,611</b>	<b>40.84%</b>	<b>20.42%</b>	<b>16.96%</b>
Maintenance Staff - SYW	sMaintenc	\$43,035	\$51,823	\$60,611			
<b>Grade</b> <b>ClassSFSF</b>		<b>\$42,494</b>	<b>\$52,988</b>	<b>\$63,482</b>	<b>49.39%</b>	<b>24.69%</b>	<b>19.80%</b>
Food Service Field Manager	sFSMgr	\$42,494	\$52,988	\$63,482			
<b>Grade</b> <b>c107</b>		<b>\$42,559</b>	<b>\$54,468</b>	<b>\$66,377</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Accounting & Bankruptcy Specialist	cAcctgBan	\$42,559	\$54,468	\$66,377			
Accounting Technician	cAcctgTech	\$42,559	\$54,468	\$66,377			
Assistant Facilities Supervisor	cAsstFacilS	\$42,559	\$54,468	\$66,377			
Assistant Office Manager	cAsstOffice	\$42,559	\$54,468	\$66,377			
Background Investigator	cBackgrndl	\$42,559	\$54,468	\$66,377			
Crime Scene Investigator	cCrimeScnl	\$42,559	\$54,468	\$66,377			
Custodial Supervisor	cCustodial	\$42,559	\$54,468	\$66,377			
Deputy Assessor, Senior	cDepAssrSr	\$42,559	\$54,468	\$66,377			

# Original Pay Plan - Blount County Unified Plan

Annual Duty Days - 260    Annual Hours - 2080

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
<b>Grade</b> <b>c107</b>		<b>\$42,559</b>	<b>\$54,468</b>	<b>\$66,377</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Deputy Sheriff Training - Shf	cDepSherif	\$42,559	\$54,468	\$66,377			
Drainage/Grading Foreman	hDrainGrad	\$42,559	\$54,468	\$66,377			
GIS Technician	cGISTech	\$42,559	\$54,468	\$66,377			
Helpdesk, Application Support Specialist	cHelpdesk	\$42,559	\$54,468	\$66,377			
Investigator	cInvestigat	\$42,559	\$54,468	\$66,377			
Judicial Commissioner Supervisor	cJudComm	\$42,559	\$54,468	\$66,377			
Office Administrator, Assistant	cOffAdmnst	\$42,559	\$54,468	\$66,377			
Purchasing Specialist	cPurchSpcl	\$42,559	\$54,468	\$66,377			
Vegetation Control Foreman	hVegCtrlFr	\$42,559	\$54,468	\$66,377			
Worker Compensation Coordinator	cWrkComp	\$42,559	\$54,468	\$66,377			
Youth Services Officer	cYouthSrvs	\$42,559	\$54,468	\$66,377			
<b>Grade</b> <b>c108</b>		<b>\$46,176</b>	<b>\$59,097</b>	<b>\$72,019</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Accounting Analyst	cAcctgAnal	\$46,176	\$59,097	\$72,019			
Assistant Emergency Management Director	cAsstEMAD	\$46,176	\$59,097	\$72,019			
Assistant Veterans Service Officer	cAsstSrvOff	\$46,176	\$59,097	\$72,019			
Codes Inspector	cCodesInsp	\$46,176	\$59,097	\$72,019			
Corporal	cCorporal	\$46,176	\$59,097	\$72,019			
Deputy Assessor, Lead	cDepAssrL	\$46,176	\$59,097	\$72,019			
Dietician	cDietician	\$46,176	\$59,097	\$72,019			
Drainage/Grading Supervisor	hDrainGrad	\$46,176	\$59,097	\$72,019			
Elections Chief Deputy	cElectChief	\$46,176	\$59,097	\$72,019			
Executive Assistant	cExecAssist	\$46,176	\$59,097	\$72,019			
Human Resources Specialist	cHRSpclst	\$46,176	\$59,097	\$72,019			
Inspection Services Coordinator	hInspSvcC	\$46,176	\$59,097	\$72,019			
Office Administrator	cOfficeAdm	\$46,176	\$59,097	\$72,019			
Office Administrator	hOfficeAdm	\$46,176	\$59,097	\$72,019			
Office Manager	cOfficeMgr	\$46,176	\$59,097	\$72,019			
Office Manager	cOfficeMan	\$46,176	\$59,097	\$72,019			
Paving Supervisor	hPavingSu	\$46,176	\$59,097	\$72,019			
Reference Librarian	cRefLibrari	\$46,176	\$59,097	\$72,019			
RN	cRN	\$46,176	\$59,097	\$72,019			
Shop Supervisor	hShopSupv	\$46,176	\$59,097	\$72,019			
Sign Shop Supervisor	hSignShop	\$46,176	\$59,097	\$72,019			
Special Projects Coordinator	hSplProjCo	\$46,176	\$59,097	\$72,019			
Stormwater Manager & Construction Coord.	hSWMgrCo	\$46,176	\$59,097	\$72,019			
Treatment Specialist	cTreatment	\$46,176	\$59,097	\$72,019			
Vegetation Control Supervisor	hVegCtrlSu	\$46,176	\$59,097	\$72,019			
<b>Grade</b> <b>ClassSCusF</b>		<b>\$47,798</b>	<b>\$59,602</b>	<b>\$71,406</b>	<b>49.39%</b>	<b>24.70%</b>	<b>19.80%</b>
Custodial Mgr - SYW	sCustMgr	\$47,798	\$59,602	\$71,406			
<b>Grade</b> <b>ClassSVoic</b>		<b>\$48,485</b>	<b>\$61,204</b>	<b>\$73,923</b>	<b>52.47%</b>	<b>26.23%</b>	<b>20.78%</b>
IT Voice - CEN	sITVoice	\$48,485	\$61,204	\$73,923			
<b>Grade</b> <b>ClassSMnF</b>		<b>\$50,690</b>	<b>\$63,211</b>	<b>\$75,733</b>	<b>49.41%</b>	<b>24.70%</b>	<b>19.81%</b>
Maintenance Mgr	sMainMgr	\$50,690	\$63,211	\$75,733			
<b>Grade</b> <b>c109</b>		<b>\$50,101</b>	<b>\$64,121</b>	<b>\$78,141</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Assistant Veterans Director	cAsstVetDir	\$50,101	\$64,121	\$78,141			
Buyer	cPurBuyer	\$50,101	\$64,121	\$78,141			
Chief Deputy Clerk & Master	cChiefDepu	\$50,101	\$64,121	\$78,141			

# Original Pay Plan - Blount County Unified Plan

Annual Duty Days - 260    Annual Hours - 2080

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
<b>Grade c109</b>		<b>\$50,101</b>	<b>\$64,121</b>	<b>\$78,141</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Chief Deputy Clerk PT and Master	cChiefDepP	\$50,101	\$64,121	\$78,141			
Chief Deputy Trustee	cChiefDepu	\$50,101	\$64,121	\$78,141			
Contract Manager	cContractM	\$50,101	\$64,121	\$78,141			
GIS Coordinator	cGisCoordi	\$50,101	\$64,121	\$78,141			
Grant Coordinator	cGrantCoor	\$50,101	\$64,121	\$78,141			
Public Information Officer	cPublicInfo	\$50,101	\$64,121	\$78,141			
Records Manager & County Archivist	cRcdsMgrA	\$50,101	\$64,121	\$78,141			
<b>Grade ClassSNetA</b>		<b>\$52,894</b>	<b>\$65,967</b>	<b>\$79,040</b>	<b>49.43%</b>	<b>24.71%</b>	<b>19.82%</b>
IT Network - CEN	sITNetwork	\$52,894	\$65,967	\$79,040			
<b>Grade ClassSFSC</b>		<b>\$53,186</b>	<b>\$66,331</b>	<b>\$79,477</b>	<b>49.43%</b>	<b>24.72%</b>	<b>19.82%</b>
CEN Food Service Coord	sFdSvcCo	\$53,186	\$66,331	\$79,477			
<b>Grade ClassSFSS</b>		<b>\$50,835</b>	<b>\$66,591</b>	<b>\$82,347</b>	<b>61.99%</b>	<b>30.99%</b>	<b>23.66%</b>
Family Services Specialist	sFRC-FSS	\$50,835	\$66,591	\$82,347			
<b>Grade c110</b>		<b>\$54,360</b>	<b>\$69,572</b>	<b>\$84,783</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Accounting Analyst Sr.	cAcctgAnal	\$54,360	\$69,572	\$84,783			
Adult Services Coordinator	cAdultServ	\$54,360	\$69,572	\$84,783			
Assistant Purchasing Agent	cAsstPurAg	\$54,360	\$69,572	\$84,783			
Chief Deputy Register of Deeds	cChiefDepu	\$54,360	\$69,572	\$84,783			
Collections Librarian	cCollection	\$54,360	\$69,572	\$84,783			
Environmental Health Specialist	cEnvHlthSp	\$54,360	\$69,572	\$84,783			
Executive Assistant to Mayor	cExecAsst	\$54,360	\$69,572	\$84,783			
Patron Services Manager	cPatronSrv	\$54,360	\$69,572	\$84,783			
Planner, Senior	cPlannerSr	\$54,360	\$69,572	\$84,783			
Sergeant	cSergeant	\$54,360	\$69,572	\$84,783			
Systems Administrator	cSystemsA	\$54,360	\$69,572	\$84,783			
Transportation Planner, Senior	hTransPlnS	\$54,360	\$69,572	\$84,783			
Youth Services Coordinator	cYouthServ	\$54,360	\$69,572	\$84,783			
<b>Grade ClassSRN</b>		<b>\$55,910</b>	<b>\$69,722</b>	<b>\$83,533</b>	<b>49.40%</b>	<b>24.70%</b>	<b>19.81%</b>
Nurse LPN by RN	sNrseLPN-	\$55,910	\$69,722	\$83,533			
Nurse LPN Spec Ed by RN	sNrseLPNS	\$55,910	\$69,722	\$83,533			
Nurse RN	sNrseRN	\$55,910	\$69,722	\$83,533			
Nurse RN Idea	sNrseIdeaR	\$55,910	\$69,722	\$83,533			
Sub Nurse - SYW	sSubNrse	\$55,910	\$69,722	\$83,533			
<b>Grade ClassSPay</b>		<b>\$56,576</b>	<b>\$70,554</b>	<b>\$84,531</b>	<b>49.41%</b>	<b>24.71%</b>	<b>19.81%</b>
Payroll Mgr - CEN	sPyrIMgr	\$56,576	\$70,554	\$84,531			
<b>Grade ClassSDAdm</b>		<b>\$56,888</b>	<b>\$70,949</b>	<b>\$85,010</b>	<b>49.43%</b>	<b>24.72%</b>	<b>19.82%</b>
Executive Admin Assistant	sSecAdm	\$56,888	\$70,949	\$85,010			
<b>Grade ClassSTrC</b>		<b>\$56,326</b>	<b>\$71,458</b>	<b>\$86,590</b>	<b>53.73%</b>	<b>26.86%</b>	<b>21.18%</b>
Transportation Supervisor -CEN	sTransSpvr	\$56,326	\$71,458	\$86,590			
<b>Grade ClassSFRC</b>		<b>\$56,326</b>	<b>\$71,594</b>	<b>\$86,861</b>	<b>54.21%</b>	<b>27.10%</b>	<b>21.32%</b>
FRC Coord - CEN	sFRCoord	\$56,326	\$71,594	\$86,861			
<b>Grade c111</b>		<b>\$58,981</b>	<b>\$75,486</b>	<b>\$91,991</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Assistant Training Director	cAsstTrain	\$58,981	\$75,486	\$91,991			
Asst Training Director 106	cAsstTrnDir	\$58,981	\$75,486	\$91,991			
Chief Financial Officer	cChfFinOff	\$58,981	\$75,486	\$91,991			
Deputy Chief of Staff	cDeptyChfS	\$58,981	\$75,486	\$91,991			
Emergency Management Director	cEMADir	\$58,981	\$75,486	\$91,991			

# Original Pay Plan - Blount County Unified Plan

Annual Duty Days - 260    Annual Hours - 2080

Pay Plan

Original Class	Min	Mid	Max	%Range	%Below	%Above
<b>Grade c111</b>	<b>\$58,981</b>	<b>\$75,486</b>	<b>\$91,991</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Fleet & Maintenance Supervisor	cMaintSup	\$58,981	\$75,486	\$91,991		
Lieutenant	cLieutenant	\$58,981	\$75,486	\$91,991		
Operations Manager	cOpsMgr	\$58,981	\$75,486	\$91,991		
Operations Manager	hOpsMgr	\$58,981	\$75,486	\$91,991		
<b>Grade ClassSHSSu</b>	<b>\$62,317</b>	<b>\$77,709</b>	<b>\$93,101</b>	<b>49.40%</b>	<b>24.70%</b>	<b>19.81%</b>
Health Services Coord - SYW	SHSCoord	\$62,317	\$77,709	\$93,101		
<b>Grade ClassSESP</b>	<b>\$60,008</b>	<b>\$78,790</b>	<b>\$97,573</b>	<b>62.60%</b>	<b>31.30%</b>	<b>23.84%</b>
ESP Coordinator - CEN	sESPCoord	\$60,008	\$78,790	\$97,573		
<b>Grade c112</b>	<b>\$63,994</b>	<b>\$81,902</b>	<b>\$99,809</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Building Official	cBldgOffici	\$63,994	\$81,902	\$99,809		
Chief Deputy Assessor	cChiefDepu	\$63,994	\$81,902	\$99,809		
Chief Deputy Court Clerk	cChiefDepu	\$63,994	\$81,902	\$99,809		
Chief of Staff	cChiefofSta	\$63,994	\$81,902	\$99,809		
Environmental Health Manager	cEnvHealth	\$63,994	\$81,902	\$99,809		
IT Manager	cITMgrShr	\$63,994	\$81,902	\$99,809		
Risk Manager	cRiskMgr	\$63,994	\$81,902	\$99,809		
Veteran Services, Director	cVetDirecto	\$63,994	\$81,902	\$99,809		
<b>Grade ClassSACFO</b>	<b>\$68,182</b>	<b>\$85,020</b>	<b>\$101,858</b>	<b>49.39%</b>	<b>24.69%</b>	<b>19.80%</b>
Assistant CFO-CEN	sAsstCFO	\$68,182	\$85,020	\$101,858		
<b>Grade ClassSIT</b>	<b>\$67,579</b>	<b>\$85,769</b>	<b>\$103,958</b>	<b>53.83%</b>	<b>26.92%</b>	<b>21.21%</b>
Technology Coordinator	sTechCoor	\$67,579	\$85,769	\$103,958		
<b>Grade c113</b>	<b>\$68,154</b>	<b>\$87,226</b>	<b>\$106,298</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Animal Center Director	cAnmlCtrDi	\$68,154	\$87,226	\$106,298		
Assistant Finance Director	cAcctADFi	\$68,154	\$87,226	\$106,298		
Captain	cCaptain	\$68,154	\$87,226	\$106,298		
Conservation Director	cSoilCvDir	\$68,154	\$87,226	\$106,298		
Drug Court Programs Director	cPrograms	\$68,154	\$87,226	\$106,298		
Finance Manager	cFinanceM	\$68,154	\$87,226	\$106,298		
General Services Director	cGenSrvDir	\$68,154	\$87,226	\$106,298		
Juvenile Court Clerk Director	cJuvCrtCler	\$68,154	\$87,226	\$106,298		
Juvenile Court Services Director	cJuvCrtSrv	\$68,154	\$87,226	\$106,298		
Probation Director	cProbation	\$68,154	\$87,226	\$106,298		
Watershed Coordinator	cWatershe	\$68,154	\$87,226	\$106,298		
<b>Grade c114</b>	<b>\$72,584</b>	<b>\$92,895</b>	<b>\$113,206</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Deputy Director	cDepDirect	\$72,584	\$92,895	\$113,206		
Purchasing Agent	cPurAgent	\$72,584	\$92,895	\$113,206		
Veterinarian	cVeterinari	\$72,584	\$92,895	\$113,206		
<b>Grade ClassSMnC</b>	<b>\$74,630</b>	<b>\$93,860</b>	<b>\$113,090</b>	<b>51.53%</b>	<b>25.77%</b>	<b>20.49%</b>
Facilities & Capital Projects Sprv	sMainMgr-	\$74,630	\$93,860	\$113,090		
<b>Grade c115</b>	<b>\$77,302</b>	<b>\$98,933</b>	<b>\$120,564</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Assistant Superintendent/Engineer	hAsstSuper	\$77,302	\$98,933	\$120,564		
Deputy Chief	cDeputyChi	\$77,302	\$98,933	\$120,564		
HR Director	cHRDirecto	\$77,302	\$98,933	\$120,564		
Magistrate	cMagistrat	\$77,302	\$98,933	\$120,564		
Planning Director	cPlanningD	\$77,302	\$98,933	\$120,564		
<b>Grade ClassSFisA</b>	<b>\$84,178</b>	<b>\$106,902</b>	<b>\$129,626</b>	<b>53.99%</b>	<b>27.00%</b>	<b>21.26%</b>
Fiscal Administrator - CEN	sFiscalAdm	\$84,178	\$106,902	\$129,626		

# Original Pay Plan - Blount County Unified Plan

Annual Duty Days - 260    Annual Hours - 2080

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
<b>Grade</b> <b>c117</b>		<b>\$87,676</b>	<b>\$112,211</b>	<b>\$136,745</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Chief Deputy Sheriff	cChfDepSh	\$87,676	\$112,211	\$136,745			
IT Director	cITDirector	\$87,676	\$112,211	\$136,745			
Library Director	cLibDirecto	\$87,676	\$112,211	\$136,745			
<b>Grade</b> <b>c120</b>		<b>\$105,909</b>	<b>\$135,545</b>	<b>\$165,182</b>	<b>55.97%</b>	<b>27.98%</b>	<b>21.86%</b>
Chief Administrative Officer	cChiefAdmi	\$105,909	\$135,545	\$165,182			
Dentist	cDentist	\$105,909	\$135,545	\$165,182			
Finance Director	cFinDirecto	\$105,909	\$135,545	\$165,182			

283 Unique Class Titles



**SECTION 5.0**  
**Salary Survey Data**

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# Salary Survey Results for BLOUNT COUNTY

Job Class Title	Averages For Each Job Class						BLOUNT COUNTY & BLOUNT SCHOOLS							
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
Teaching Assistant - Special Education	\$23,462	\$29,323	\$35,183				50.0%	\$35,360	33.6%	\$41,153	28.7%	\$46,946	25.1%	32.8%
Food Service Staff	\$23,644	\$30,366	\$37,087				56.9%	\$31,200	24.2%	\$36,306	16.4%	\$41,413	10.4%	32.7%
Custodian	\$25,966	\$31,644	\$37,322			\$31,845	43.7%	\$32,240	19.5%	\$37,513	15.6%	\$42,786	12.8%	32.7%
Patron Account Associate	\$27,969	\$34,088	\$40,206			\$30,504	43.8%	\$28,303	1.2%	\$36,223	5.9%	\$44,143	8.9%	56.0%
Public Health Office Clerk	\$32,999	\$41,985	\$50,970			\$31,200	54.5%	\$28,303	-16.6%	\$36,223	-15.9%	\$44,143	-15.5%	56.0%
Secretary	\$35,478	\$42,916	\$50,354				41.9%	\$37,440	5.2%	\$43,566	1.5%	\$49,691	-1.3%	32.7%
Animal Control Officer	\$35,008	\$43,519	\$52,030			\$41,600	48.6%	\$36,151	3.2%	\$46,267	5.9%	\$56,383	7.7%	56.0%
Court Officer	\$34,698	\$43,608	\$52,518			\$38,195	51.4%	\$39,224	11.5%	\$50,201	13.1%	\$61,177	14.2%	56.0%
Maintenance Technician I	\$36,135	\$44,223	\$52,310			\$39,852	44.8%	\$33,319	-8.5%	\$42,642	-3.7%	\$51,966	-0.7%	56.0%
Food Service Manager	\$35,416	\$44,316	\$53,216				50.3%	\$42,619	16.9%	\$51,407	13.8%	\$60,195	11.6%	41.2%
Youth Services Specialist	\$37,690	\$44,335	\$50,981			\$37,690	35.3%	\$39,224	3.9%	\$50,201	11.7%	\$61,177	16.7%	56.0%
Deputy Clerk I	\$36,978	\$44,996	\$53,015			\$49,920	43.4%	\$30,709	-20.4%	\$39,302	-14.5%	\$47,895	-10.7%	56.0%
Administrative Assistant	\$36,407	\$45,099	\$53,791			\$47,840	47.7%	\$33,319	-9.3%	\$42,642	-5.8%	\$51,966	-3.5%	56.0%
Equipment Operator II	\$36,091	\$46,072	\$56,053			\$45,178	55.3%	\$33,319	-8.3%	\$42,642	-8.0%	\$51,966	-7.9%	56.0%
Accounting Clerk II	\$37,406	\$47,754	\$58,102				55.3%	\$36,151	-3.5%	\$46,267	-3.2%	\$56,383	-3.0%	56.0%
Case Manager	\$43,097	\$48,495	\$53,892				25.0%	\$39,224	-9.9%	\$50,201	3.4%	\$61,177	11.9%	56.0%
Social Counselor	\$40,816	\$48,783	\$56,749				39.0%							
Sign Tech	\$38,535	\$49,355	\$60,174				56.2%	\$33,319	-15.7%	\$42,642	-15.7%	\$51,966	-15.8%	56.0%
Human Resources Assistant	\$39,263	\$49,696	\$60,130				53.1%	\$36,151	-8.6%	\$46,267	-7.4%	\$56,383	-6.6%	56.0%
Nurse LPN	\$41,722	\$50,016	\$58,309				39.8%	\$40,726	-2.4%	\$50,794	1.5%	\$60,861	4.2%	49.4%
PC Specialist	\$40,322	\$50,028	\$59,734			\$50,877	48.1%	\$39,224	-2.8%	\$50,201	0.3%	\$61,177	2.4%	56.0%
Probation Officer	\$42,396	\$50,469	\$58,543			\$46,440	38.1%	\$39,224	-8.1%	\$50,201	-0.5%	\$61,177	4.3%	56.0%
HVAC Technician	\$40,671	\$50,498	\$60,326				48.3%	\$39,224	-3.7%	\$50,201	-0.6%	\$61,177	1.4%	56.0%
Equipment Operator III	\$38,730	\$50,597	\$62,463			\$51,813	61.3%	\$36,151	-7.1%	\$46,267	-9.4%	\$56,383	-10.8%	56.0%
Accounting Technician	\$40,339	\$50,677	\$61,015				51.3%	\$42,559	5.2%	\$54,468	7.0%	\$66,377	8.1%	56.0%
Deputy Assessor	\$36,900	\$51,136	\$65,371			\$96,147	77.2%	\$36,151	-2.1%	\$46,267	-10.5%	\$56,383	-15.9%	56.0%
IT Tech	\$42,975	\$53,739	\$64,504				50.1%	\$37,814	-13.6%	\$48,693	-10.4%	\$59,571	-8.3%	57.5%
Law Clerk	\$41,715	\$54,528	\$67,340				61.4%	\$36,151	-15.4%	\$46,267	-17.9%	\$56,383	-19.4%	56.0%
Codes Inspector	\$43,966	\$55,512	\$67,058			\$52,000	52.5%	\$46,176	4.8%	\$59,097	6.1%	\$72,019	6.9%	56.0%
GIS Technician	\$43,598	\$56,206	\$68,814				57.8%	\$42,559	-2.4%	\$54,468	-3.2%	\$66,377	-3.7%	56.0%
Deputy Sheriff	\$47,033	\$56,630	\$66,227			\$49,119	40.8%	\$39,224	-19.9%	\$50,201	-12.8%	\$61,177	-8.3%	56.0%
Purchasing Specialist	\$45,532	\$57,773	\$70,015				53.8%	\$42,559	-7.0%	\$54,468	-6.1%	\$66,377	-5.5%	56.0%
Human Resources Specialist	\$46,632	\$58,921	\$71,210			\$66,082	52.7%	\$46,176	-1.0%	\$59,097	0.3%	\$72,019	1.1%	56.0%
Reference Librarian	\$47,060	\$60,221	\$73,382			\$37,232	55.9%	\$46,176	-1.9%	\$59,097	-1.9%	\$72,019	-1.9%	56.0%
Shop Supervisor	\$48,159	\$61,279	\$74,399				54.5%	\$46,176	-4.3%	\$59,097	-3.7%	\$72,019	-3.3%	56.0%
Crime Scene Investigator	\$50,132	\$64,223	\$78,313				56.2%	\$42,559	-17.8%	\$54,468	-17.9%	\$66,377	-18.0%	56.0%

# Salary Survey Results for BLOUNT COUNTY

Job Class Title	Averages For Each Job Class						BLOUNT COUNTY & BLOUNT SCHOOLS							
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
IT Network - Central Office	\$53,795	\$65,331	\$76,867				42.9%	\$52,894	-1.7%	\$65,967	1.0%	\$79,040	2.7%	49.4%
Corporal	\$52,405	\$66,814	\$81,223			\$58,448	55.0%	\$46,176	-13.5%	\$59,097	-13.1%	\$72,019	-12.8%	56.0%
Fleet & Maintenance Supervisor	\$53,519	\$67,910	\$82,301			\$60,653	53.8%	\$58,981	9.3%	\$75,486	10.0%	\$91,991	10.5%	56.0%
Nurse RN	\$56,907	\$68,018	\$79,130			\$68,000	39.1%	\$55,910	-1.8%	\$69,722	2.4%	\$83,533	5.3%	49.4%
Environmental Health Specialist	\$55,887	\$68,542	\$81,197				45.3%	\$54,360	-2.8%	\$69,572	1.5%	\$84,783	4.2%	56.0%
Buyer	\$52,953	\$68,543	\$84,133				58.9%	\$50,101	-5.7%	\$64,121	-6.9%	\$78,141	-7.7%	56.0%
Investigator LE-C107	\$54,775	\$69,168	\$83,560				52.6%	\$42,559	-28.7%	\$54,468	-27.0%	\$66,377	-25.9%	56.0%
Public Information Officer	\$57,081	\$70,139	\$83,196			\$86,221	45.8%	\$50,101	-13.9%	\$64,121	-9.4%	\$78,141	-6.5%	56.0%
Planner, Senior	\$58,091	\$72,132	\$86,173			\$51,936	48.3%	\$54,360	-6.9%	\$69,572	-3.7%	\$84,783	-1.6%	56.0%
Sergeant	\$56,456	\$72,325	\$88,194			\$66,144	56.2%	\$54,360	-3.9%	\$69,572	-4.0%	\$84,783	-4.0%	56.0%
Lieutenant	\$61,540	\$78,615	\$95,690			\$79,310	55.5%	\$58,981	-4.3%	\$75,486	-4.1%	\$91,991	-4.0%	56.0%
Building Official	\$63,391	\$78,884	\$94,376			\$73,200	48.9%	\$63,994	0.9%	\$81,902	3.7%	\$99,809	5.4%	56.0%
Purchasing Agent	\$66,484	\$84,599	\$102,713				54.5%	\$72,584	8.4%	\$92,895	8.9%	\$113,206	9.3%	56.0%
Emergency Management Director	\$69,879	\$85,016	\$100,153			\$103,597	43.3%	\$58,981	-18.5%	\$75,486	-12.6%	\$91,991	-8.9%	56.0%
Captain	\$68,010	\$85,673	\$103,337			\$87,568	51.9%	\$68,154	0.2%	\$87,226	1.8%	\$106,298	2.8%	56.0%
Finance Manager	\$68,917	\$86,027	\$103,136	90,475		\$81,816	49.7%	\$68,154	-1.1%	\$87,226	1.4%	\$106,298	3.0%	56.0%
IT Manager	\$71,401	\$89,266	\$107,130			\$85,758	50.0%	\$63,994	-11.6%	\$81,902	-9.0%	\$99,809	-7.3%	56.0%
Assistant Superintendent/Engineer	\$79,341	\$99,875	\$120,410			\$51,576	51.8%	\$77,302	-2.6%	\$98,933	-1.0%	\$120,564	0.1%	56.0%
Library Director	\$82,117	\$100,086	\$118,055			\$112,213	43.8%	\$87,676	6.3%	\$112,211	10.8%	\$136,745	13.7%	56.0%
Chief Deputy Sheriff	\$87,070	\$106,040	\$125,010			\$111,853	43.6%	\$87,676	0.7%	\$112,211	5.5%	\$136,745	8.6%	56.0%
Planning Director	\$86,624	\$107,706	\$128,789			\$91,896	48.7%	\$77,302	-12.1%	\$98,933	-8.9%	\$120,564	-6.8%	56.0%
HR Director	\$90,007	\$112,410	\$134,814			\$102,798	49.8%	\$77,302	-16.4%	\$98,933	-13.6%	\$120,564	-11.8%	56.0%
IT Director	\$96,411	\$122,291	\$148,171			\$89,928	53.7%	\$87,676	-10.0%	\$112,211	-9.0%	\$136,745	-8.4%	56.0%
Finance Director	\$108,098	\$142,068	\$176,039			\$152,028	62.9%	\$105,909	-2.1%	\$135,545	-4.8%	\$165,182	-6.6%	56.0%
Chief Administrative Officer	\$116,309	\$150,911	\$185,514				59.5%	\$105,909	-9.8%	\$135,545	-11.3%	\$165,182	-12.3%	56.0%
<b>Survey Averages</b>	<b>\$51,843</b>	<b>\$64,941</b>	<b>\$78,040</b>	<b>90,475</b>		<b>\$66,445</b>	<b>50.18%</b>	\$49,643	-4.43%	\$63,032	-3.03%	\$76,422	-2.12%	53.94%

**SECTION 6.0**  
***Proposed Pay Structure/Plan***

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# Blount County Unified Plan

## Pay Plan:» Unified

<b>Grade 101</b>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
	29,904	30,414	30,932	31,459	31,995	32,540	33,094	33,658	34,232	34,815	35,408	36,011	36,625	37,249	37,883	38,529	39,185	39,853	40,532	41,222
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
41,925	42,639	43,366	44,104	44,856																
<b>Grade 102</b>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
	31,399	31,934	32,478	33,032	33,594	34,167	34,749	35,341	35,943	36,555	37,178	37,812	38,456	39,111	39,778	40,455	41,145	41,846	42,559	43,284
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
44,021	44,771	45,534	46,310	47,099																
<b>Grade 103</b>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
	32,969	33,531	34,102	34,683	35,274	35,875	36,486	37,108	37,740	38,383	39,037	39,702	40,379	41,067	41,766	42,478	43,202	43,938	44,686	45,448
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
46,222	47,010	47,811	48,625	49,454																
<b>Grade 104</b>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
	34,618	35,207	35,807	36,417	37,038	37,669	38,311	38,963	39,627	40,302	40,989	41,687	42,398	43,120	43,855	44,602	45,362	46,135	46,921	47,720
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
48,533	49,360	50,201	51,056	51,926																
<b>Grade 105</b>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
	36,349	36,968	37,598	38,238	38,890	39,552	40,226	40,912	41,609	42,318	43,039	43,772	44,518	45,276	46,047	46,832	47,630	48,441	49,267	50,106
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
50,960	51,828	52,711	53,609	54,523																
<b>Grade 106</b>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
	38,166	38,816	39,478	40,150	40,834	41,530	42,238	42,957	43,689	44,433	45,190	45,960	46,743	47,540	48,350	49,174	50,011	50,864	51,730	52,611
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
53,508	54,420	55,347	56,290	57,249																
<b>Grade 107</b>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
	40,074	40,757	41,451	42,158	42,876	43,606	44,349	45,105	45,873	46,655	47,450	48,258	49,081	49,917	50,767	51,632	52,512	53,407	54,317	55,242
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
56,183	57,141	58,114	59,104	60,111																
<b>Grade 108</b>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
	42,078	42,795	43,524	44,266	45,020	45,787	46,567	47,360	48,167	48,988	49,822	50,671	51,535	52,413	53,306	54,214	55,138	56,077	57,032	58,004
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
58,992	59,998	61,020	62,059	63,117																

# Blount County Unified Plan

## Pay Plan:» Unified

<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>109</b>	44,182	44,935	45,700	46,479	47,271	48,076	48,895	49,728	50,576	51,437	52,314	53,205	54,111	55,033	55,971	56,925	57,894	58,881	59,884	60,904
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
61,942	62,997	64,071	65,162	66,273																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>110</b>	46,391	47,181	47,985	48,803	49,634	50,480	51,340	52,215	53,104	54,009	54,929	55,865	56,817	57,785	58,770	59,771	60,789	61,825	62,878	63,950
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
65,039	66,147	67,274	68,420	69,586																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>111</b>	48,710	49,540	50,384	51,243	52,116	53,004	53,907	54,825	55,760	56,710	57,676	58,658	59,658	60,674	61,708	62,759	63,829	64,916	66,022	67,147
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
68,291	69,455	70,638	71,842	73,066																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>112</b>	51,146	52,017	52,904	53,805	54,722	55,654	56,602	57,567	58,548	59,545	60,560	61,591	62,641	63,708	64,793	65,897	67,020	68,162	69,323	70,504
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
71,706	72,927	74,170	75,434	76,719																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>113</b>	53,703	54,618	55,549	56,495	57,458	58,437	59,432	60,445	61,475	62,522	63,588	64,671	65,773	66,893	68,033	69,192	70,371	71,570	72,789	74,030
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
75,291	76,574	77,878	79,205	80,555																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>114</b>	56,388	57,349	58,326	59,320	60,331	61,359	62,404	63,467	64,549	65,648	66,767	67,904	69,061	70,238	71,435	72,652	73,890	75,149	76,429	77,731
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
79,056	80,402	81,772	83,166	84,583																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>115</b>	59,208	60,217	61,243	62,286	63,347	64,427	65,524	66,641	67,776	68,931	70,105	71,300	72,514	73,750	75,006	76,284	77,584	78,906	80,250	81,618
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
83,008	84,423	85,861	87,324	88,812																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>116</b>	62,168	63,227	64,305	65,400	66,515	67,648	68,800	69,973	71,165	72,377	73,610	74,865	76,140	77,437	78,757	80,099	81,463	82,851	84,263	85,699
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
87,159	88,644	90,154	91,690	93,252																

# Blount County Unified Plan

## Pay Plan:» Unified

<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>117</b>	65,277	66,389	67,520	68,670	69,840	71,030	72,240	73,471	74,723	75,996	77,291	78,608	79,947	81,309	82,695	84,104	85,537	86,994	88,476	89,984
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
<u>91,517</u>	<u>93,076</u>	<u>94,662</u>	<u>96,274</u>	<u>97,915</u>																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>118</b>	68,541	69,708	70,896	72,104	73,332	74,582	75,853	77,145	78,459	79,796	81,156	82,538	83,945	85,375	86,829	88,309	89,813	91,344	92,900	94,483
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
<u>96,092</u>	<u>97,730</u>	<u>99,395</u>	<u>101,088</u>	<u>102,811</u>																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>119</b>	71,968	73,194	74,441	75,709	76,999	78,311	79,645	81,002	82,382	83,786	85,213	86,665	88,142	89,644	91,171	92,724	94,304	95,911	97,545	99,207
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
<u>100,897</u>	<u>102,616</u>	<u>104,364</u>	<u>106,143</u>	<u>107,951</u>																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>120</b>	75,566	76,853	78,163	79,495	80,849	82,226	83,627	85,052	86,501	87,975	89,474	90,998	92,549	94,126	95,729	97,360	99,019	100,706	102,422	104,167
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
<u>105,942</u>	<u>107,747</u>	<u>109,583</u>	<u>111,450</u>	<u>113,349</u>																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>121</b>	79,344	80,696	82,071	83,469	84,891	86,338	87,809	89,305	90,826	92,374	93,948	95,548	97,176	98,832	100,516	102,228	103,970	105,742	107,543	109,376
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
<u>111,239</u>	<u>113,134</u>	<u>115,062</u>	<u>117,022</u>	<u>119,016</u>																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>122</b>	83,311	84,731	86,175	87,643	89,136	90,655	92,199	93,770	95,368	96,993	98,645	100,326	102,035	103,774	105,542	107,340	109,169	111,029	112,920	114,844
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
<u>116,801</u>	<u>118,791</u>	<u>120,815</u>	<u>122,873</u>	<u>124,967</u>																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>123</b>	87,477	88,967	90,483	92,025	93,593	95,187	96,809	98,459	100,136	101,842	103,577	105,342	107,137	108,962	110,819	112,707	114,627	116,580	118,566	120,586
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
<u>122,641</u>	<u>124,731</u>	<u>126,856</u>	<u>129,017</u>	<u>131,216</u>																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>124</b>	91,851	93,416	95,007	96,626	98,272	99,947	101,650	103,382	105,143	106,934	108,756	110,609	112,494	114,410	116,360	118,342	120,358	122,409	124,495	126,616
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
<u>128,773</u>	<u>130,967</u>	<u>133,198</u>	<u>135,468</u>	<u>137,776</u>																

# Blount County Unified Plan

## Pay Plan:» Unified

<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>125</b>	96,443	98,087	99,758	101,457	103,186	104,944	106,732	108,551	110,400	112,281	114,194	116,140	118,118	120,131	122,178	124,259	126,376	128,530	130,719	132,947
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
<u>135,212</u>	<u>137,515</u>	<u>139,858</u>	<u>142,241</u>	<u>144,665</u>																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>126</b>	101,266	102,991	104,746	106,530	108,345	110,191	112,069	113,978	115,920	117,895	119,904	121,947	124,024	126,137	128,287	130,472	132,695	134,956	137,255	139,594
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
<u>141,972</u>	<u>144,391</u>	<u>146,851</u>	<u>149,353</u>	<u>151,898</u>																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>127</b>	106,329	108,140	109,983	111,857	113,763	115,701	117,672	119,677	121,716	123,790	125,899	128,044	130,226	132,444	134,701	136,996	139,330	141,704	144,118	146,574
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
<u>149,071</u>	<u>151,611</u>	<u>154,194</u>	<u>156,821</u>	<u>159,493</u>																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>128</b>	111,645	113,547	115,482	117,450	119,451	121,486	123,556	125,661	127,802	129,979	132,194	134,446	136,737	139,067	141,436	143,846	146,296	148,789	151,324	153,902
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
<u>156,524</u>	<u>159,191</u>	<u>161,904</u>	<u>164,662</u>	<u>167,468</u>																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>129</b>	117,228	119,225	121,256	123,322	125,423	127,560	129,734	131,944	134,192	136,478	138,804	141,168	143,574	146,020	148,508	151,038	153,611	156,229	158,890	161,597
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
<u>164,351</u>	<u>167,151</u>	<u>169,999</u>	<u>172,895</u>	<u>175,841</u>																
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>130</b>	123,089	125,186	127,319	129,488	131,694	133,938	136,220	138,541	140,902	143,302	145,744	148,227	150,752	153,321	155,933	158,590	161,292	164,040	166,835	169,677
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>																
<u>172,568</u>	<u>175,508</u>	<u>178,499</u>	<u>181,540</u>	<u>184,633</u>																



# Proposed Pay Plans

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**Proposed Pay Plans  
Blount County Unified Plan**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
<b>Unified</b>				
<b>101</b>		<b>\$29,904</b>	<b>\$37,380</b>	<b>\$44,856</b>
sESP-S1	After School Activities Instructor I			
cFoodServAs	Deli Cook			
cFileClerk	File Clerk			
cFleetSvcAs	Fleet Services Assistant			
sFSSStaff-A1	Food Service Staff			
cNurseAssist	Nurse Assistant			
cRecCtrOp	Recycle Center Operator			
<b>102</b>		<b>\$31,399</b>	<b>\$39,249</b>	<b>\$47,099</b>
cBFSupSpec	Breastfeeding Support Specialist			
cCourtRoom	Courtroom Assistant			
sCustodian-	Custodian			
cCustodian	Custodian			
sFSSStaff-S2	Food Service Staff 102			
sFSSStaff-S2	Food Service Staff 102			
cKennelAsst	Kennel Assistant			
cPatronActA	Patron Account Associate			
cRecordsCle	Public Records Clerk			
sTAIdea-1	TA IDEA			
sTAIdeaPS	TA IDEA Pre			
sTAReg-1	TA REG			
sTASpEd-1	TA SPED			
sTARegPS-1	TA State PreK			
sTATitle-1	TA TITLE I			
<b>103</b>		<b>\$32,969</b>	<b>\$41,211</b>	<b>\$49,454</b>
sESP-S3	After School Activities Instructor II			
sFSSStaff-S3	Food Service Staff 102			
sFSSStaff-S3	Food Service Staff 102			
cPubHltOffCl	Public Health Office Clerk			
sTAIdea-3	TA IDEA			
sTAReg-3	TA REG			
sTASpEd-3	TA SPED			
sTASpEd-S5	TA SPED			
sTARegPS-3	TA State PreK			
sTATitle-3	TA TITLE I			
cVehWashC	Vehicle Washing Coordinator			
sFRC-VRC	Volunteer Reading Coord			
<b>104</b>		<b>\$34,618</b>	<b>\$43,272</b>	<b>\$51,926</b>
sESP-S5	After School Activities Instructor III			
sBkkprElem	Bookkeeper Elem			
cCounterCler	Counter Clerk I - CCI			
cDataClerk	Data Clerk			
cDeedsClerk	Deed Clerk I			
cDeputyCler	Deputy Clerk I			
cJailClerk	Detention Records Clerk			
sHdCustEle	Head Custodian Elem			
sJobCo	Job Coach			

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Blount County Unified Plan**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
<b>Unified</b>				
<hr/>				
<b>104</b>		<b>\$34,618</b>	<b>\$43,272</b>	<b>\$51,926</b>
	cPatronSrvs Patron Services Specialist			
	sRecept-S5 Receptionist			
	sSec-S5 Secretary			
	sSecGuid Secretary Guidance			
	sSecIdea Secretary IDEA			
	sSecVoc Secretary Vocational			
	cTibrsClerk TIBRS & NCIC Data Clerk			
<hr/>				
<b>105</b>		<b>\$36,349</b>	<b>\$45,436</b>	<b>\$54,523</b>
	cAcctgClerk1 Accounting Clerk I			
	sBkkprMid Bookkeeper Mid			
	hEquipOpera Equipment Operator I			
	sHdCustMid Head Custodian Mid			
<hr/>				
<b>106</b>		<b>\$38,166</b>	<b>\$47,707</b>	<b>\$57,249</b>
	cAdminAsst Administrative Assistant			
	cAsstJuryCo Assistant Jury Coordinator			
	sBkkprHigh Bookkeeper HS			
	cCounterCler Counter Clerk II - CCI			
	cCourtRoom Courtroom Supervisor			
	cDeedsClerk Deed Clerk II			
	cDentalAssis Dental Assistant			
	cDeputyCler Deputy Clerk II			
	cEdServAsst Education Services Assistant			
	cElectionSpc Elections Specialist			
	hEquipOper Equipment Operator II			
	sMaintenance- Maintenance Staff - SYW			
	cMntTechI Maintenance Technician I			
	hPartsTech Parts Tech			
	sSec-S7 Secretary			
	SHSAdm Secretary Administrative			
	hSignTech Sign Tech			
	cTitleDeeds Title Deeds Clerk			
<hr/>				
<b>107</b>		<b>\$40,074</b>	<b>\$50,093</b>	<b>\$60,111</b>
	cAcctgClerk2 Accounting Clerk II			
	sSecAP Accounts Payable - CEN			
	cControlOff Animal Control Officer			
	cAssessorCl Assessor Clerk			
	sFdSvcsBkpr Bookkeeper			
	cCatalogSpe Cataloging Specialist			
	cCatOprMgr Cattery Operations Manager			
	cShfChaplai Chaplain			
	cCounterCler Counter Clerk III			
	cDeedsClerk Deed Clerk III			
	cLibHspSrvC Deli Manager			
	cDeputyAsse Deputy Assessor I			
	cDeputyCler Deputy Clerk III			
	cElectionDe Elections Deputy			

**Proposed Pay Plans  
Blount County Unified Plan**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
<b>Unified</b>				
<b>107</b>		<b>\$40,074</b>	<b>\$50,093</b>	<b>\$60,111</b>
hEquipOper	Equipment Operator III			
sESPSiteDir	Extended School Director			
hFleetMtxTe	Fleet Maintenance Tech			
cFleetMtxTe	Fleet Maintenance Tech			
sFSMgrElem	Food Service Manager I			
sHdCustHigh	Head Custodian High			
cHealthEd	Health Educator			
cLibHospSrv	Hospitality Services Manager			
cHRAsst	Human Resources Assistant			
cJudAsst	Judicial Assistant			
cJudComm	Judicial Commissioner			
cJudCommP	Judicial Commissioner PT			
cKennelOps	Kennel Operations Manager			
cLawEnfTrnS	Law Enforcement Training Specialist 103			
sMainSec	Maintenance Sec - SYW			
hMtxTechAs	Maintenance Technician Assistant			
cMappingCle	Mapping Clerk			
cNutritionEd	Nutrition Educator			
cPersPropAs	Personal Property Assistant			
cRcdsMgmt	Records Management Clerk			
cSchoolGuar	School Guard			
sSHSec	School Health Sec - CEN			
sSec-S8	Secretary			
cSeizureSpe	Seizure Specialist			
cSocCounslr	Social Counselor			
cTrtmtSvcsA	Treatment Services Assistant			
cVictimWitC	Victim Witness Coordinator			
<b>108</b>		<b>\$42,078</b>	<b>\$52,597</b>	<b>\$63,117</b>
sFSMgrMid	Food Service Manager II			
cLPNShf	LPN			
cLPN	LPN			
sHSLPN	LPNC- SYW			
sMaintenance-	Maintenance Staff - SYW			
sMaintenance-	Maintenance Staff - SYW			
cMntTechII	Maintenance Technician II			
sNrseLPN	Nurse LPN			
sNrseIdea	Nurse LPN Idea			
hPrtsTchFclt	Parts Tech/Facilities Maint. Assistant			
cPayrollClerk	Payroll Clerk			
hWelder	Welder			
<b>109</b>		<b>\$44,182</b>	<b>\$55,227</b>	<b>\$66,273</b>
cAcctgClerk3	Accounting Clerk III			
cCaseMange	Case Manager - Drug Court			
cCommissio	Commission Assistant			
cCntrClerkS	Counter Clerk Supervisor			
hEquipOper	Equipment Operator IV			
cEscrowColl	Escrow & Collections Specialist			

**Proposed Pay Plans  
Blount County Unified Plan**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
<b>Unified</b>				
<b>109</b>		<b>\$44,182</b>	<b>\$55,227</b>	<b>\$66,273</b>
sFSMgr	Food Service Field Manager			
sFSMgrHigh	Food Service Manager III			
cYouthSrvsS	Library Services Specialist			
sMaintenance-	Maintenance Staff - SYW			
cOfficeSuprv	Office Supervisor			
cPCSpecShf	PC Specialist			
cProbationOf	Probation Officer			
cTaxRebate	Tax & Rebate Specialist			
<b>110</b>		<b>\$46,391</b>	<b>\$57,989</b>	<b>\$69,586</b>
cAcctgTech	Accounting Technician			
cAdminSupS	Administrative Support. Specialist			
cCustodialS	Custodial Supervisor			
cDepAssrSr	Deputy Assessor II			
hFleetMtxTc	Fleet Maintenance Tech/CDL Skill Examine			
sITTech	IT Tech			
hMtxTech	Maintenance Technician III			
hMstrWelder	Master Welder/Fabricator			
cAsstOffice	Office Services Specialist			
<b>111</b>		<b>\$48,710</b>	<b>\$60,888</b>	<b>\$73,066</b>
cAcctgBankS	Accounting & Bankruptcy Specialist			
cAsstFacilSu	Assistant Facilities Supervisor			
cAsstSrvOffr	Assistant Veterans Service Officer			
cDepSheriffT	Deputy Sheriff in Training - Shf			
hDrainGrade	Drainage/Grading Foreman			
cExecAssista	Executive Assistant			
cGISTech	GIS Technician			
cHelpdeskS	Helpdesk, Application Support Specialist			
cHVACTech	HVAC Technician			
cJudCommS	Judicial Commissioner Supervisor			
cTrainShr	Law Enforcement Training Specialist			
cOffAdmnstr	Office Administrator, Assistant			
cPurchSpclst	Purchasing Specialist			
hVegCtrlFrm	Vegetation Control Foreman			
cWrkCompC	Worker Compensation Coordinator			
cYouthSrvsO	Youth Services Officer			
<b>112</b>		<b>\$51,146</b>	<b>\$63,932</b>	<b>\$76,719</b>
cAcctgAnalys	Accounting Analyst			
cAsstEMADir	Assistant Director Emergency Management			
cAsstVetDir	Assistant Director Veterans Services			
cProbAsstDir	Assistant Probation Director			
cCodesInspe	Codes Inspector			
cCourtOffice	Court Officer			
cCourtSecuri	Court Security			
sCustMgr	Custodial Mgr - SYW			
cDepAssrLe	Deputy Assessor III			
cDeputySher	Deputy Sheriff			

**Proposed Pay Plans  
Blount County Unified Plan**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
<b>Unified</b>				
<b>112</b>		<b>\$51,146</b>	<b>\$63,932</b>	<b>\$76,719</b>
cDepShfRes	Deputy Sheriff Reserve			
cDietician	Dietician			
hDrainGrade	Drainage/Grading Supervisor			
cElectChiefD	Elections Chief Deputy			
cGrantCoord	Grant Coordinator			
cHRSpclst	Human Resources Specialist			
hInspSvcCoo	Inspection Services Coordinator			
sITVoice	IT Voice - CEN			
hOfficeAdmi	Office Administrator			
cOfficeAdmi	Office Administrator			
cOfficeMgrS	Office Manager			
cOfficeMana	Office Manager			
hPavingSupv	Paving Supervisor			
cProcServer	Process Server			
cPropEvidTe	Property & Evidence Technician			
cQuartermas	Quartermaster			
cRefLibraria	Reference Librarian			
hShopSupv	Shop Supervisor			
hSignShopS	Sign Shop Supervisor			
hSplProjCoor	Special Projects Coordinator			
hSWMgrCon	Stormwater Manager & Construction Coord.			
cTreatmentS	Treatment Specialist			
hVegCtrlSup	Vegetation Control Supervisor			
<b>113</b>		<b>\$53,703</b>	<b>\$67,129</b>	<b>\$80,555</b>
cBackgrndIn	Background Investigator			
cCrimeScnIn	Deputy Sheriff Crime Scene Investigator			
cInvestigator	Deputy Sheriff Investigator			
sITNetwork	IT Network - CEN			
sMainMgr	Maintenance Mgr			
<b>114</b>		<b>\$56,388</b>	<b>\$70,486</b>	<b>\$84,583</b>
cPurBuyer	Buyer			
sFdSvcsCoor	CEN Food Service Coord			
cChiefDeput	Chief Deputy Clerk & Master			
cChiefDepPT	Chief Deputy Clerk PT and Master			
cChiefDeput	Chief Deputy Trustee			
cCorporal	Corporal			
sFRC-FSS	Family Services Specialist			
cGisCoordin	GIS Coordinator			
cRcdsMgrAr	Records Manager & County Archivist			
<b>115</b>		<b>\$59,208</b>	<b>\$74,010</b>	<b>\$88,812</b>
cCollectMgr	Collection Manager			
cContractMg	Contract Manager			
sFRCoord	FRC Coord - CEN			
sNrseLPN-R	Nurse LPN by RN			
sNrseLPNSp	Nurse LPN Spec Ed by RN			
sNrseRN	Nurse RN			

**Proposed Pay Plans  
Blount County Unified Plan**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
<b>Unified</b>				
<b>115</b>		<b>\$59,208</b>	<b>\$74,010</b>	<b>\$88,812</b>
sNrseldeaR	Nurse RN Idea			
cPatronSrvs	Patron Services Manager			
sPyrIMgr	Payroll Mgr - CEN			
cPublicInfoO	Public Information Officer			
cReference	Reference Manager			
cRN	RN			
sSubNrse	Sub Nurse - SYW			
sTransSpvr	Transportation Supervisor -CEN			
cYouthSvcs	Youth Services Manager			
<b>116</b>		<b>\$62,168</b>	<b>\$77,710</b>	<b>\$93,252</b>
cAcctgAnalys	Accounting Analyst Sr.			
cAsstPurAge	Assistant Purchasing Agent			
cChiefDeput	Chief Deputy Register of Deeds			
cEnvHlthSpc	Environmental Health Specialist			
sSecAdm	Executive Admin Assistant			
cPlannerSr	Planner, Senior			
cSystemsAd	Systems Administrator			
hTransPlnSr	Transportation Planner, Senior			
<b>117</b>		<b>\$65,277</b>	<b>\$81,596</b>	<b>\$97,915</b>
cAsstTrainDi	Assistant Director Training			
cAsstTrnDir1	Assistant Training Director			
cChffFinOff	Chief Financial Officer			
cDeptyChfSt	Deputy Chief of Staff			
cEMADir	Emergency Management Director			
sESPCoord	ESP Coordinator - CEN			
cExecAsstMy	Executive Assistant to Mayor			
sHSCoord	Health Services Coord - SYW			
hOpsMgr	Operations Manager			
cOpsMgr	Operations Manager			
cSergeant	Sergeant			
<b>118</b>		<b>\$68,541</b>	<b>\$85,676</b>	<b>\$102,811</b>
cAdminSrvM	Admin Services Mgr/Environmental			
sAsstCFO	Assistant CFO-CEN			
cBldgOfficial	Building Official			
cBusinessAn	Business Analyst			
cMaintSupv	Fleet & Maintenance Supervisor			
<b>119</b>		<b>\$71,968</b>	<b>\$89,959</b>	<b>\$107,951</b>
cChiefDeput	Chief Deputy Assessor			
cChiefDeput	Chief Deputy Court Clerk			
cEnvHealth	Environmental Health Manager			
cITMgrShr	IT Manager			
cDepDirecto	Library Deputy Director			
cLieutenant	Lieutenant			
cRiskMgr	Risk Manager			
cVetDirector	Veteran Services, Director			

**Proposed Pay Plans  
Blount County Unified Plan**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
<b>Unified</b>				
<b>120</b>		<b>\$75,566</b>	<b>\$94,457</b>	<b>\$113,349</b>
	cAcctgADFin Assistant Director Finance			
	cChiefofStaff Chief of Staff			
	cSoilCvDir Conservation Director			
	cAnnlCtrDir Director Animal Center			
	cProgramsDi Drug Court Programs Director			
	cFinanceMgr Finance Manager			
	cJuvCrtClerk Juvenile Court Clerk Director			
	cJuvCrtSrvDi Juvenile Court Services Director			
	cProbationDi Probation Director			
	sTechCoord Technology Coordinator			
	cWatershed Watershed Coordinator			
<b>121</b>		<b>\$79,344</b>	<b>\$99,180</b>	<b>\$119,016</b>
	cCaptain Captain			
	sMainMgr-F Facilities & Capital Projects Sprv			
	cGenSrvDire General Services Director			
<b>123</b>		<b>\$87,477</b>	<b>\$109,346</b>	<b>\$131,216</b>
	cMagistrate Magistrate			
<b>124</b>		<b>\$91,851</b>	<b>\$114,814</b>	<b>\$137,776</b>
	cDeputyChie Deputy Chief			
	cHRDirector Human Resources Director			
	cPlanningDir Planning Director			
	cPurAgent Purchasing Agent			
	cVeterinaria Veterinarian			
<b>125</b>		<b>\$96,443</b>	<b>\$120,554</b>	<b>\$144,665</b>
	cITDirector IT Director			
	cLibDirector Library Director			
<b>126</b>		<b>\$101,266</b>	<b>\$126,582</b>	<b>\$151,898</b>
	hAsstSuperE Assistant Superintendent/Engineer			
	cChfDepShe Chief Deputy Sheriff			
	sFiscalAdm Fiscal Administrator			
<b>130</b>		<b>\$123,089</b>	<b>\$153,861</b>	<b>\$184,633</b>
	cChiefAdmin Chief Administrative Officer			
	cDentist Dentist			
	cFinDirector Finance Director			

287 Active Proposed Classes in the Unified Pay Plan



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Proposed Pay Plans  
Blount County Unified Plan

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<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
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287 Active Proposed Classes in Blount County Unified Plan

**SECTION 7.0**  
***Alphabetical Listing of Job Classes***

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# Proposed Class List By Title

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
<b>A</b>							
Accounting & Bankruptcy Specialist	cAcctgB	Unified	111	\$48,710	\$60,888	\$73,066	<u>1</u>
Accounting Analyst	cAcctgA	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
Accounting Analyst Sr.	cAcctgA	Unified	116	\$62,168	\$77,710	\$93,252	<u>1</u>
Accounting Clerk I	cAcctgCl	Unified	105	\$36,349	\$45,436	\$54,523	<u>2</u>
Accounting Clerk II	cAcctgCl	Unified	107	\$40,074	\$50,093	\$60,111	<u>2</u>
Accounting Clerk III	cAcctgCl	Unified	109	\$44,182	\$55,227	\$66,273	<u>2</u>
Accounting Technician	cAcctgT	Unified	110	\$46,391	\$57,989	\$69,586	<u>2</u>
Accounts Payable - CEN	sSecAP	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
Admin Services Mgr/Environmentalst	cAdmin	Unified	118	\$68,541	\$85,676	\$102,811	<u>0</u>
Administrative Assistant	cAdmin	Unified	106	\$38,166	\$47,707	\$57,249	<u>12</u>
Administrative Support. Specialist	cAdmin	Unified	110	\$46,391	\$57,989	\$69,586	<u>2</u>
After School Activities Instructor I	sESP-S1	Unified	101	\$29,904	\$37,380	\$44,856	<u>91</u>
After School Activities Instructor II	sESP-S3	Unified	103	\$32,969	\$41,211	\$49,454	<u>8</u>
After School Activities Instructor III	sESP-S5	Unified	104	\$34,618	\$43,272	\$51,926	<u>9</u>
Animal Control Officer	cControl	Unified	107	\$40,074	\$50,093	\$60,111	<u>2</u>
Assessor Clerk	cAssess	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
Assistant CFO-CEN	sAsstCF	Unified	118	\$68,541	\$85,676	\$102,811	<u>1</u>
Assistant Director Emergency Management	cAsstE	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
Assistant Director Finance	cAcctgA	Unified	120	\$75,566	\$94,457	\$113,349	<u>1</u>
Assistant Director Training	cAsstTra	Unified	117	\$65,277	\$81,596	\$97,915	<u>1</u>
Assistant Director Veterans Services	cAsstVe	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
Assistant Facilities Supervisor	cAsstFa	Unified	111	\$48,710	\$60,888	\$73,066	<u>1</u>
Assistant Jury Coordinator	cAsstJur	Unified	106	\$38,166	\$47,707	\$57,249	<u>1</u>
Assistant Probation Director	cProbAs	Unified	112	\$51,146	\$63,932	\$76,719	<u>0</u>
Assistant Purchasing Agent	cAsstPu	Unified	116	\$62,168	\$77,710	\$93,252	<u>1</u>
Assistant Superintendent/Engineer	hAsstSu	Unified	126	\$101,266	\$126,582	\$151,898	<u>1</u>
Assistant Training Director	cAsstTr	Unified	117	\$65,277	\$81,596	\$97,915	<u>1</u>
Assistant Veterans Service Officer	cAsstSrv	Unified	111	\$48,710	\$60,888	\$73,066	<u>1</u>
<b>B</b>							
Background Investigator	cBackgr	Unified	113	\$53,703	\$67,129	\$80,555	<u>1</u>
Bookkeeper	sFdSvcs	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
Bookkeeper Elem	sBkkprE	Unified	104	\$34,618	\$43,272	\$51,926	<u>12</u>
Bookkeeper HS	sBkkpr	Unified	106	\$38,166	\$47,707	\$57,249	<u>3</u>

## Blount County Unified Plan

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Bookkeeper Mid	sBkkpr	Unified	105	\$36,349	\$45,436	\$54,523	<u>3</u>
Breastfeeding Support Specialist	cBFSup	Unified	102	\$31,399	\$39,249	\$47,099	<u>2</u>
Building Official	cBldgOff	Unified	118	\$68,541	\$85,676	\$102,811	<u>1</u>
Business Analyst	cBusine	Unified	118	\$68,541	\$85,676	\$102,811	<u>0</u>
Buyer	cPurBuy	Unified	114	\$56,388	\$70,486	\$84,583	<u>1</u>
<b>C</b>							
Captain	cCaptai	Unified	121	\$79,344	\$99,180	\$119,016	<u>5</u>
Case Manager - Drug Court	cCaseM	Unified	109	\$44,182	\$55,227	\$66,273	<u>4</u>
Cataloging Specialist	cCatalo	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
Cattery Operations Manager	cCatOpr	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
CEN Food Service Coord	sFdSvcs	Unified	114	\$56,388	\$70,486	\$84,583	<u>1</u>
Chaplain	cShfCha	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
Chief Administrative Officer	cChiefA	Unified	130	\$123,089	\$153,861	\$184,633	<u>1</u>
Chief Deputy Assessor	cChiefD	Unified	119	\$71,968	\$89,959	\$107,951	<u>1</u>
Chief Deputy Clerk & Master	cChiefD	Unified	114	\$56,388	\$70,486	\$84,583	<u>1</u>
Chief Deputy Clerk PT and Master	cChiefD	Unified	114	\$56,388	\$70,486	\$84,583	<u>1</u>
Chief Deputy Court Clerk	cChiefD	Unified	119	\$71,968	\$89,959	\$107,951	<u>1</u>
Chief Deputy Register of Deeds	cChiefD	Unified	116	\$62,168	\$77,710	\$93,252	<u>1</u>
Chief Deputy Sheriff	cChfDep	Unified	126	\$101,266	\$126,582	\$151,898	<u>1</u>
Chief Deputy Trustee	cChiefD	Unified	114	\$56,388	\$70,486	\$84,583	<u>1</u>
Chief Financial Officer	cChfFin	Unified	117	\$65,277	\$81,596	\$97,915	<u>1</u>
Chief of Staff	cChiefof	Unified	120	\$75,566	\$94,457	\$113,349	<u>1</u>
Codes Inspector	cCodesI	Unified	112	\$51,146	\$63,932	\$76,719	<u>3</u>
Collection Manager	cCollect	Unified	115	\$59,208	\$74,010	\$88,812	<u>1</u>
Commission Assistant	cCommi	Unified	109	\$44,182	\$55,227	\$66,273	<u>1</u>
Conservation Director	cSoilCv	Unified	120	\$75,566	\$94,457	\$113,349	<u>1</u>
Contract Manager	cContra	Unified	115	\$59,208	\$74,010	\$88,812	<u>1</u>
Corporal	cCorpor	Unified	114	\$56,388	\$70,486	\$84,583	<u>23</u>
Counter Clerk I - CCI	cCounte	Unified	104	\$34,618	\$43,272	\$51,926	<u>8</u>
Counter Clerk II - CCI	cCounte	Unified	106	\$38,166	\$47,707	\$57,249	<u>10</u>
Counter Clerk III	cCounte	Unified	107	\$40,074	\$50,093	\$60,111	<u>2</u>
Counter Clerk Supervisor	cCntrCl	Unified	109	\$44,182	\$55,227	\$66,273	<u>4</u>
Court Officer	cCourtO	Unified	112	\$51,146	\$63,932	\$76,719	<u>2</u>
Court Security	cCourtS	Unified	112	\$51,146	\$63,932	\$76,719	<u>4</u>

**Blount County Unified Plan**

<b>Proposed Class Title</b>	<b>Code</b>	<b>Pay Plan</b>	<b>Grade</b>	<b>Min</b>	<b>Mkt</b>	<b>Max</b>	<b>#</b>
Courtroom Assistant	cCourtR	Unified	102	\$31,399	\$39,249	\$47,099	<u>3</u>
Courtroom Supervisor	cCourtR	Unified	106	\$38,166	\$47,707	\$57,249	<u>1</u>
Custodial Mgr - SYW	sCustM	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
Custodial Supervisor	cCustod	Unified	110	\$46,391	\$57,989	\$69,586	<u>1</u>
Custodian	cCustod	Unified	102	\$31,399	\$39,249	\$47,099	<u>7</u>
Custodian	sCustod	Unified	102	\$31,399	\$39,249	\$47,099	<u>63</u>

**D**

Data Clerk	cDataCl	Unified	104	\$34,618	\$43,272	\$51,926	<u>13</u>
Deed Clerk I	cDeeds	Unified	104	\$34,618	\$43,272	\$51,926	<u>0</u>
Deed Clerk II	cDeeds	Unified	106	\$38,166	\$47,707	\$57,249	<u>0</u>
Deed Clerk III	cDeeds	Unified	107	\$40,074	\$50,093	\$60,111	<u>0</u>
Deli Cook	cFoodS	Unified	101	\$29,904	\$37,380	\$44,856	<u>1</u>
Deli Manager	cLibHsp	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
Dental Assistant	cDental	Unified	106	\$38,166	\$47,707	\$57,249	<u>1</u>
Dentist	cDentist	Unified	130	\$123,089	\$153,861	\$184,633	<u>1</u>
Deputy Assessor I	cDeputy	Unified	107	\$40,074	\$50,093	\$60,111	<u>5</u>
Deputy Assessor II	cDepAs	Unified	110	\$46,391	\$57,989	\$69,586	<u>2</u>
Deputy Assessor III	cDepAs	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
Deputy Chief	cDeputy	Unified	124	\$91,851	\$114,814	\$137,776	<u>4</u>
Deputy Chief of Staff	cDeptyC	Unified	117	\$65,277	\$81,596	\$97,915	<u>1</u>
Deputy Clerk I	cDeputy	Unified	104	\$34,618	\$43,272	\$51,926	<u>18</u>
Deputy Clerk II	cDeputy	Unified	106	\$38,166	\$47,707	\$57,249	<u>4</u>
Deputy Clerk III	cDeputy	Unified	107	\$40,074	\$50,093	\$60,111	<u>10</u>
Deputy Sheriff	cDeputy	Unified	112	\$51,146	\$63,932	\$76,719	<u>169</u>
Deputy Sheriff Crime Scene Investigator	cCrimeS	Unified	113	\$53,703	\$67,129	\$80,555	<u>3</u>
Deputy Sheriff in Training - Shf	cDepSh	Unified	111	\$48,710	\$60,888	\$73,066	<u>2</u>
Deputy Sheriff Investigator	cInvesti	Unified	113	\$53,703	\$67,129	\$80,555	<u>22</u>
Deputy Sheriff Reserve	cDepShf	Unified	112	\$51,146	\$63,932	\$76,719	<u>4</u>
Detention Records Clerk	cJailCler	Unified	104	\$34,618	\$43,272	\$51,926	<u>3</u>
Dietician	cDietici	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
Director Animal Center	cAnmIct	Unified	120	\$75,566	\$94,457	\$113,349	<u>1</u>
Drainage/Grading Foreman	hDrainG	Unified	111	\$48,710	\$60,888	\$73,066	<u>1</u>
Drainage/Grading Supervisor	hDrainG	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
Drug Court Programs Director	cProgra	Unified	120	\$75,566	\$94,457	\$113,349	<u>1</u>

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
<b>E</b>							
Education Services Assistant	cEdServ	Unified	106	\$38,166	\$47,707	\$57,249	<u>1</u>
Elections Chief Deputy	cElectC	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
Elections Deputy	cElectio	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
Elections Specialist	cElectio	Unified	106	\$38,166	\$47,707	\$57,249	<u>3</u>
Emergency Management Director	cEMADir	Unified	117	\$65,277	\$81,596	\$97,915	<u>1</u>
Environmental Health Manager	cEnvHe	Unified	119	\$71,968	\$89,959	\$107,951	<u>1</u>
Environmental Health Specialist	cEnvHlt	Unified	116	\$62,168	\$77,710	\$93,252	<u>2</u>
Equipment Operator I	hEquipO	Unified	105	\$36,349	\$45,436	\$54,523	<u>0</u>
Equipment Operator II	hEquipO	Unified	106	\$38,166	\$47,707	\$57,249	<u>11</u>
Equipment Operator III	hEquipO	Unified	107	\$40,074	\$50,093	\$60,111	<u>22</u>
Equipment Operator IV	hEquipO	Unified	109	\$44,182	\$55,227	\$66,273	<u>10</u>
Escrow & Collections Specialist	cEscrow	Unified	109	\$44,182	\$55,227	\$66,273	<u>2</u>
ESP Coordinator - CEN	sESPCo	Unified	117	\$65,277	\$81,596	\$97,915	<u>1</u>
Executive Admin Assistant	sSecAd	Unified	116	\$62,168	\$77,710	\$93,252	<u>1</u>
Executive Assistant	cExecAs	Unified	111	\$48,710	\$60,888	\$73,066	<u>1</u>
Executive Assistant to Mayor	cExecAs	Unified	117	\$65,277	\$81,596	\$97,915	<u>1</u>
Extended School Director	sESPSit	Unified	107	\$40,074	\$50,093	\$60,111	<u>13</u>
<b>F</b>							
Facilities & Capital Projects Sprv	sMainM	Unified	121	\$79,344	\$99,180	\$119,016	<u>1</u>
Family Services Specialist	sFRC-FS	Unified	114	\$56,388	\$70,486	\$84,583	<u>1</u>
File Clerk	cFileCle	Unified	101	\$29,904	\$37,380	\$44,856	<u>1</u>
Finance Director	cFinDire	Unified	130	\$123,089	\$153,861	\$184,633	<u>1</u>
Finance Manager	cFinanc	Unified	120	\$75,566	\$94,457	\$113,349	<u>1</u>
Fiscal Administrator	sFiscalA	Unified	126	\$101,266	\$126,582	\$151,898	<u>1</u>
Fleet & Maintenance Supervisor	cMaintS	Unified	118	\$68,541	\$85,676	\$102,811	<u>1</u>
Fleet Maintenance Tech	cFleetM	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
Fleet Maintenance Tech	hFleetM	Unified	107	\$40,074	\$50,093	\$60,111	<u>3</u>
Fleet Maintenance Tech/CDL Skill Examine	hFleetM	Unified	110	\$46,391	\$57,989	\$69,586	<u>1</u>
Fleet Services Assistant	cFleetSv	Unified	101	\$29,904	\$37,380	\$44,856	<u>1</u>
Food Service Field Manager	sFSMgr	Unified	109	\$44,182	\$55,227	\$66,273	<u>2</u>
Food Service Manager I	sFSMgr	Unified	107	\$40,074	\$50,093	\$60,111	<u>13</u>
Food Service Manager II	sFSMgr	Unified	108	\$42,078	\$52,597	\$63,117	<u>5</u>
Food Service Manager III	sFSMgr	Unified	109	\$44,182	\$55,227	\$66,273	<u>3</u>

**Blount County Unified Plan**

<b>Proposed Class Title</b>	<b>Code</b>	<b>Pay Plan</b>	<b>Grade</b>	<b>Min</b>	<b>Mkt</b>	<b>Max</b>	<b>#</b>
Food Service Staff	sFSStaff	Unified	101	\$29,904	\$37,380	\$44,856	<u>85</u>
Food Service Staff 102	sFSStaff	Unified	102	\$31,399	\$39,249	\$47,099	<u>0</u>
Food Service Staff 102	sFSStaff	Unified	102	\$31,399	\$39,249	\$47,099	<u>0</u>
Food Service Staff 102	sFSStaff	Unified	103	\$32,969	\$41,211	\$49,454	<u>0</u>
Food Service Staff 102	sFSStaff	Unified	103	\$32,969	\$41,211	\$49,454	<u>0</u>
FRC Coord - CEN	sFRCoor	Unified	115	\$59,208	\$74,010	\$88,812	<u>1</u>
<b>G</b>							
General Services Director	cGenSrv	Unified	121	\$79,344	\$99,180	\$119,016	<u>1</u>
GIS Coordinator	cGisCoo	Unified	114	\$56,388	\$70,486	\$84,583	<u>1</u>
GIS Technician	cGISTec	Unified	111	\$48,710	\$60,888	\$73,066	<u>1</u>
Grant Coordinator	cGrantC	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
<b>H</b>							
Head Custodian Elem	sHdCust	Unified	104	\$34,618	\$43,272	\$51,926	<u>16</u>
Head Custodian High	sHdCust	Unified	107	\$40,074	\$50,093	\$60,111	<u>2</u>
Head Custodian Mid	sHdCust	Unified	105	\$36,349	\$45,436	\$54,523	<u>4</u>
Health Educator	cHealth	Unified	107	\$40,074	\$50,093	\$60,111	<u>0</u>
Health Services Coord - SYW	sHSCoo	Unified	117	\$65,277	\$81,596	\$97,915	<u>1</u>
Helpdesk, Application Support Specialist	cHelpde	Unified	111	\$48,710	\$60,888	\$73,066	<u>1</u>
Hospitality Services Manager	cLibHos	Unified	107	\$40,074	\$50,093	\$60,111	<u>0</u>
Human Resources Assistant	cHRAsst	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
Human Resources Director	cHRDire	Unified	124	\$91,851	\$114,814	\$137,776	<u>1</u>
Human Resources Specialist	cHRSpcl	Unified	112	\$51,146	\$63,932	\$76,719	<u>2</u>
HVAC Technician	cHVACT	Unified	111	\$48,710	\$60,888	\$73,066	<u>2</u>
<b>I</b>							
Inspection Services Coordinator	hInspSv	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
IT Director	cITDirec	Unified	125	\$96,443	\$120,554	\$144,665	<u>1</u>
IT Manager	cITMgrS	Unified	119	\$71,968	\$89,959	\$107,951	<u>1</u>
IT Network - CEN	sITNetw	Unified	113	\$53,703	\$67,129	\$80,555	<u>1</u>
IT Tech	sITTech	Unified	110	\$46,391	\$57,989	\$69,586	<u>4</u>
IT Voice - CEN	sITVoice	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
<b>J</b>							
Job Coach	sJobCo	Unified	104	\$34,618	\$43,272	\$51,926	<u>4</u>
Judicial Assistant	cJudAss	Unified	107	\$40,074	\$50,093	\$60,111	<u>4</u>
Judicial Commissioner	cJudCo	Unified	107	\$40,074	\$50,093	\$60,111	<u>2</u>



**Blount County Unified Plan**

<b>Proposed Class Title</b>	<b>Code</b>	<b>Pay Plan</b>	<b>Grade</b>	<b>Min</b>	<b>Mkt</b>	<b>Max</b>	<b>#</b>
Judicial Commissioner PT	cJudCo	Unified	107	\$40,074	\$50,093	\$60,111	<u>4</u>
Judicial Commissioner Supervisor	cJudCo	Unified	111	\$48,710	\$60,888	\$73,066	<u>1</u>
Juvenile Court Clerk Director	cJuvCrt	Unified	120	\$75,566	\$94,457	\$113,349	<u>1</u>
Juvenile Court Services Director	cJuvCrt	Unified	120	\$75,566	\$94,457	\$113,349	<u>1</u>
<b>K</b>							
Kennel Assistant	cKennel	Unified	102	\$31,399	\$39,249	\$47,099	<u>4</u>
Kennel Operations Manager	cKennel	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
<b>L</b>							
Law Enforcement Training Specialist	cTrainS	Unified	111	\$48,710	\$60,888	\$73,066	<u>4</u>
Law Enforcement Training Specialist 103	cLawEnf	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
Library Deputy Director	cDepDir	Unified	119	\$71,968	\$89,959	\$107,951	<u>1</u>
Library Director	cLibDire	Unified	125	\$96,443	\$120,554	\$144,665	<u>1</u>
Library Services Specialist	cYouthS	Unified	109	\$44,182	\$55,227	\$66,273	<u>4</u>
Lieutenant	cLieute	Unified	119	\$71,968	\$89,959	\$107,951	<u>15</u>
LPN	cLPN	Unified	108	\$42,078	\$52,597	\$63,117	<u>1</u>
LPN	cLPNShf	Unified	108	\$42,078	\$52,597	\$63,117	<u>1</u>
LPNC- SYW	sHSLPN	Unified	108	\$42,078	\$52,597	\$63,117	<u>2</u>
<b>M</b>							
Magistrate	cMagist	Unified	123	\$87,477	\$109,346	\$131,216	<u>2</u>
Maintenance Mgr	sMainM	Unified	113	\$53,703	\$67,129	\$80,555	<u>1</u>
Maintenance Sec - SYW	sMainS	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
Maintenance Staff - SYW	sMainte	Unified	108	\$42,078	\$52,597	\$63,117	<u>1</u>
Maintenance Staff - SYW	sMainte	Unified	109	\$44,182	\$55,227	\$66,273	<u>1</u>
Maintenance Staff - SYW	sMainte	Unified	108	\$42,078	\$52,597	\$63,117	<u>1</u>
Maintenance Staff - SYW	sMainte	Unified	106	\$38,166	\$47,707	\$57,249	<u>2</u>
Maintenance Technician Assistant	hMtxTec	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
Maintenance Technician I	cMntTe	Unified	106	\$38,166	\$47,707	\$57,249	<u>3</u>
Maintenance Technician II	cMntTe	Unified	108	\$42,078	\$52,597	\$63,117	<u>3</u>
Maintenance Technician III	hMtxTec	Unified	110	\$46,391	\$57,989	\$69,586	<u>4</u>
Mapping Clerk	cMappi	Unified	107	\$40,074	\$50,093	\$60,111	<u>5</u>
Master Welder/Fabricator	hMstrW	Unified	110	\$46,391	\$57,989	\$69,586	<u>0</u>
<b>N</b>							
Nurse Assistant	cNurseA	Unified	101	\$29,904	\$37,380	\$44,856	<u>1</u>

**Blount County Unified Plan**

<b>Proposed Class Title</b>	<b>Code</b>	<b>Pay Plan</b>	<b>Grade</b>	<b>Min</b>	<b>Mkt</b>	<b>Max</b>	<b>#</b>
Nurse LPN	sNrseLP	Unified	108	\$42,078	\$52,597	\$63,117	<u>10</u>
Nurse LPN by RN	sNrseLP	Unified	115	\$59,208	\$74,010	\$88,812	<u>6</u>
Nurse LPN Idea	sNrseId	Unified	108	\$42,078	\$52,597	\$63,117	<u>3</u>
Nurse LPN Spec Ed by RN	sNrseLP	Unified	115	\$59,208	\$74,010	\$88,812	<u>1</u>
Nurse RN	sNrseR	Unified	115	\$59,208	\$74,010	\$88,812	<u>8</u>
Nurse RN Idea	sNrseId	Unified	115	\$59,208	\$74,010	\$88,812	<u>1</u>
Nutrition Educator	cNutritio	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
<b>O</b>							
Office Services Specialist	cAsstOff	Unified	110	\$46,391	\$57,989	\$69,586	<u>2</u>
Office Administrator	cOfficeA	Unified	112	\$51,146	\$63,932	\$76,719	<u>4</u>
Office Administrator	hOfficeA	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
Office Administrator, Assistant	cOffAdm	Unified	111	\$48,710	\$60,888	\$73,066	<u>4</u>
Office Manager	cOffice	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
Office Manager	cOffice	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
Office Supervisor	cOfficeS	Unified	109	\$44,182	\$55,227	\$66,273	<u>2</u>
Operations Manager	cOpsMg	Unified	117	\$65,277	\$81,596	\$97,915	<u>1</u>
Operations Manager	hOpsMg	Unified	117	\$65,277	\$81,596	\$97,915	<u>1</u>
<b>P</b>							
Parts Tech	hPartsT	Unified	106	\$38,166	\$47,707	\$57,249	<u>1</u>
Parts Tech/Facilities Maint. Assistant	hPrtsTc	Unified	108	\$42,078	\$52,597	\$63,117	<u>1</u>
Patron Account Associate	cPatron	Unified	102	\$31,399	\$39,249	\$47,099	<u>8</u>
Patron Services Manager	cPatron	Unified	115	\$59,208	\$74,010	\$88,812	<u>1</u>
Patron Services Specialist	cPatron	Unified	104	\$34,618	\$43,272	\$51,926	<u>3</u>
Paving Supervisor	hPaving	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
Payroll Clerk	cPayroll	Unified	108	\$42,078	\$52,597	\$63,117	<u>1</u>
Payroll Mgr - CEN	sPyrIMg	Unified	115	\$59,208	\$74,010	\$88,812	<u>1</u>
PC Specialist	cPCSpe	Unified	109	\$44,182	\$55,227	\$66,273	<u>3</u>
Personal Property Assistant	cPersPr	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
Planner, Senior	cPlanne	Unified	116	\$62,168	\$77,710	\$93,252	<u>2</u>
Planning Director	cPlanni	Unified	124	\$91,851	\$114,814	\$137,776	<u>1</u>
Probation Director	cProbati	Unified	120	\$75,566	\$94,457	\$113,349	<u>1</u>
Probation Officer	cProbati	Unified	109	\$44,182	\$55,227	\$66,273	<u>7</u>
Process Server	cProcSe	Unified	112	\$51,146	\$63,932	\$76,719	<u>4</u>
Property & Evidence Technician	cPropEv	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>

**Blount County Unified Plan**

<b>Proposed Class Title</b>	<b>Code</b>	<b>Pay Plan</b>	<b>Grade</b>	<b>Min</b>	<b>Mkt</b>	<b>Max</b>	<b>#</b>
Public Health Office Clerk	cPubHlt	Unified	103	\$32,969	\$41,211	\$49,454	<u>8</u>
Public Information Officer	cPublicl	Unified	115	\$59,208	\$74,010	\$88,812	<u>1</u>
Public Records Clerk	cRecord	Unified	102	\$31,399	\$39,249	\$47,099	<u>1</u>
Purchasing Agent	cPurAge	Unified	124	\$91,851	\$114,814	\$137,776	<u>1</u>
Purchasing Specialist	cPurchS	Unified	111	\$48,710	\$60,888	\$73,066	<u>1</u>
<b>Q</b>							
Quartermaster	cQuarte	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
<b>R</b>							
Receptionist	sRecept	Unified	104	\$34,618	\$43,272	\$51,926	<u>9</u>
Records Management Clerk	cRcdsM	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
Records Manager & County Archivist	cRcdsM	Unified	114	\$56,388	\$70,486	\$84,583	<u>1</u>
Recycle Center Operator	cRecCtr	Unified	101	\$29,904	\$37,380	\$44,856	<u>1</u>
Reference Librarian	cRefLibr	Unified	112	\$51,146	\$63,932	\$76,719	<u>4</u>
Reference Manager	cRefere	Unified	115	\$59,208	\$74,010	\$88,812	<u>1</u>
Risk Manager	cRiskMg	Unified	119	\$71,968	\$89,959	\$107,951	<u>1</u>
RN	cRN	Unified	115	\$59,208	\$74,010	\$88,812	<u>1</u>
<b>S</b>							
School Guard	cSchool	Unified	107	\$40,074	\$50,093	\$60,111	<u>4</u>
School Health Sec - CEN	sSHSec	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
Secretary	sSec-S5	Unified	104	\$34,618	\$43,272	\$51,926	<u>23</u>
Secretary	sSec-S7	Unified	106	\$38,166	\$47,707	\$57,249	<u>1</u>
Secretary	sSec-S8	Unified	107	\$40,074	\$50,093	\$60,111	<u>11</u>
Secretary Adminstrative	sHSAdm	Unified	106	\$38,166	\$47,707	\$57,249	<u>2</u>
Secretary Guidance	sSecGui	Unified	104	\$34,618	\$43,272	\$51,926	<u>2</u>
Secretary IDEA	sSecIde	Unified	104	\$34,618	\$43,272	\$51,926	<u>4</u>
Secretary Vocational	sSecVoc	Unified	104	\$34,618	\$43,272	\$51,926	<u>2</u>
Seizure Specialist	cSeizure	Unified	107	\$40,074	\$50,093	\$60,111	<u>0</u>
Sergeant	cSergea	Unified	117	\$65,277	\$81,596	\$97,915	<u>16</u>
Shop Supervisor	hShopS	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
Sign Shop Supervisor	hSignSh	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
Sign Tech	hSignTe	Unified	106	\$38,166	\$47,707	\$57,249	<u>3</u>
Social Counselor	cSocCo	Unified	107	\$40,074	\$50,093	\$60,111	<u>2</u>
Special Projects Coordinator	hSplProj	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
Stormwater Manager & Construction Coord.	hSWMgr	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>

## Blount County Unified Plan

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Sub Nurse - SYW	sSubNrs	Unified	115	\$59,208	\$74,010	\$88,812	<u>10</u>
Systems Administrator	cSystem	Unified	116	\$62,168	\$77,710	\$93,252	<u>1</u>
<b>T</b>							
TA IDEA	sTAldea-	Unified	103	\$32,969	\$41,211	\$49,454	<u>29</u>
TA IDEA	sTAldea-	Unified	102	\$31,399	\$39,249	\$47,099	<u>50</u>
TA IDEA Pre	sTAldea	Unified	102	\$31,399	\$39,249	\$47,099	<u>2</u>
TA REG	sTAReg-	Unified	102	\$31,399	\$39,249	\$47,099	<u>64</u>
TA REG	sTAReg-	Unified	103	\$32,969	\$41,211	\$49,454	<u>40</u>
TA SPED	sTASpE	Unified	103	\$32,969	\$41,211	\$49,454	<u>15</u>
TA SPED	sTASpE	Unified	102	\$31,399	\$39,249	\$47,099	<u>33</u>
TA SPED	sTASpE	Unified	103	\$32,969	\$41,211	\$49,454	<u>1</u>
TA State PreK	sTAReg	Unified	102	\$31,399	\$39,249	\$47,099	<u>4</u>
TA State PreK	sTAReg	Unified	103	\$32,969	\$41,211	\$49,454	<u>1</u>
TA TITLE I	sTATitle	Unified	103	\$32,969	\$41,211	\$49,454	<u>18</u>
TA TITLE I	sTATitle	Unified	102	\$31,399	\$39,249	\$47,099	<u>33</u>
Tax & Rebate Specialist	cTaxReb	Unified	109	\$44,182	\$55,227	\$66,273	<u>2</u>
Technology Coordinator	sTechCo	Unified	120	\$75,566	\$94,457	\$113,349	<u>1</u>
TIBRS & NCIC Data Clerk	cTibrsCl	Unified	104	\$34,618	\$43,272	\$51,926	<u>2</u>
Title Deeds Clerk	cTitleDe	Unified	106	\$38,166	\$47,707	\$57,249	<u>1</u>
Transportation Planner, Senior	hTransP	Unified	116	\$62,168	\$77,710	\$93,252	<u>1</u>
Transportation Supervisor -CEN	sTransS	Unified	115	\$59,208	\$74,010	\$88,812	<u>1</u>
Treatment Services Assistant	cTrtmtS	Unified	107	\$40,074	\$50,093	\$60,111	<u>2</u>
Treatment Specialist	cTreatm	Unified	112	\$51,146	\$63,932	\$76,719	<u>2</u>
<b>V</b>							
Vegetation Control Foreman	hVegCtrl	Unified	111	\$48,710	\$60,888	\$73,066	<u>1</u>
Vegetation Control Supervisor	hVegCtrl	Unified	112	\$51,146	\$63,932	\$76,719	<u>1</u>
Vehicle Washing Coordinator	cVehWa	Unified	103	\$32,969	\$41,211	\$49,454	<u>1</u>
Veteran Services, Director	cVetDire	Unified	119	\$71,968	\$89,959	\$107,951	<u>1</u>
Veterinarian	cVeterin	Unified	124	\$91,851	\$114,814	\$137,776	<u>1</u>
Victim Witness Coordinator	cVictim	Unified	107	\$40,074	\$50,093	\$60,111	<u>1</u>
Volunteer Reading Coord	sFRC-VR	Unified	103	\$32,969	\$41,211	\$49,454	<u>1</u>
<b>W</b>							
Watershed Coordinator	cWaters	Unified	120	\$75,566	\$94,457	\$113,349	<u>1</u>
Welder	hWelder	Unified	108	\$42,078	\$52,597	\$63,117	<u>1</u>

**Proposed Class List By Title**

**Blount County Unified Plan**

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<b>Proposed Class Title</b>	<b>Code</b>	<b>Pay Plan</b>	<b>Grade</b>	<b>Min</b>	<b>Mkt</b>	<b>Max</b>	<b>#</b>
Worker Compensation Coordinator	cWrkCo	Unified	111	\$48,710	\$60,888	\$73,066	<u>1</u>
<b>Y</b>							
Youth Services Manager	cYouthS	Unified	115	\$59,208	\$74,010	\$88,812	<u>1</u>
Youth Services Officer	cYouthS	Unified	111	\$48,710	\$60,888	\$73,066	<u>4</u>

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287 Job Classes

**SECTION 8.0**  
***Class Comparison List of Positions***  
(Compares current to proposed titles and ranges)

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# Class Comparison List Consolidated by Pay Grade

**DRAFT**

**Class Comparison List by Proposed Pay Grade  
Blount County Unified Plan**

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
<b>101</b>	<b>Unified</b>						<b>\$29,904.00</b>	<b>\$37,380</b>	<b>\$44,856.00</b>
		After School Activities Instructor I	After School Activities Instructor		sESP-S1	ClassS	\$31,200	\$36,306	\$41,412
		Deli Cook	Food Services Associate		cFoodServA	c101	\$26,085	\$33,384	\$40,684
					ssoc				
		File Clerk	File Clerk		cFileClerk	c101	\$26,085	\$33,384	\$40,684
		Fleet Services Assistant	Fleet Services Assistant		cFleetSvcSA	c101	\$26,085	\$33,384	\$40,684
					sst				
		Food Service Staff	Food Service Staff		sFSStaff-S3	ClassS	\$33,280	\$38,729	\$44,179
		Food Service Staff	Food Service Staff		sFSStaff-	CafeS3	\$34,132	\$39,416	\$44,699
					S325				
		Food Service Staff	Food Service Staff		sFSStaff-	CafeS2	\$33,072	\$38,188	\$43,305
					S225				
		Food Service Staff	Food Service Staff		sFSStaff-S2	ClassS	\$32,240	\$37,512	\$42,785
		Food Service Staff	Food Service Staff		sFSStaff-S1	ClassS	\$31,200	\$36,306	\$41,412
		Food Service Staff	Food Service Staff		sFSStaff-	CafeS1	\$32,032	\$36,982	\$41,932
					A125				
		Nurse Assistant	Nurse Assistant		cNurseAssi	c101	\$26,085	\$33,384	\$40,684
					st				
		Recycle Center Operator	Recycle Center Operator		cRecCtrOp	c101	\$26,085	\$33,384	\$40,684
<b>102</b>	<b>Unified</b>						<b>\$31,399.20</b>	<b>\$39,249</b>	<b>\$47,098.80</b>
		Breastfeeding Support Specialist	Breastfeeding Support Specialist		cBFSupSpe	c102	\$28,303	\$36,223	\$44,143
					c				
		Courtroom Assistant	Courtroom Assistant		cCourtRoo	c102	\$28,303	\$36,223	\$44,143
					mAsst				
		Custodian	Custodian		cCustodian	c101	\$26,085	\$33,384	\$40,684
		Custodian	Custodian		sCustodian-	ClassS	\$32,240	\$37,512	\$42,785
					S2				
		Custodian	Custodian		sCustodian-	ClassS	\$35,360	\$41,152	\$46,945
					S5				
		Food Service Staff 102							
		Food Service Staff 102							
		Kennel Assistant	Kennel Assistant		cKennelAss	c102	\$28,303	\$36,223	\$44,143
					t				
		Patron Account Associate	Patron Account Associate		cPatronActA	c102	\$28,303	\$36,223	\$44,143
					ssoc				
		Public Records Clerk	Records Clerk		cRecordsCl	c102	\$28,303	\$36,223	\$44,143
					erk				
		TA IDEA	TA IDEA		sTAIdea-1	ClassST	\$32,240	\$37,523	\$42,806
		TA IDEA Pre	TA IDEA Pre		sTAIdeaPS	ClassST	\$32,240	\$37,523	\$42,806

**DRAFT**



**DRAFT**

## Class Comparison List by Proposed Pay Grade Blount County Unified Plan

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
<b>102</b>	<b>Unified</b>						<b>\$31,399.20</b>	<b>\$39,249</b>	<b>\$47,098.80</b>
		TA REG	TA REG		sTAReg-1	ClassST	\$32,240	\$37,523	\$42,806
		TA SPED	TA SPED		sTASpEd-1	ClassST	\$32,240	\$37,523	\$42,806
		TA State PreK	TA State PreK		sTARegPS-1	ClassST	\$32,240	\$37,523	\$42,806
		TA TITLE I	TA TITLE I		sTATitleI-1	ClassST	\$32,240	\$37,523	\$42,806
<b>103</b>	<b>Unified</b>						<b>\$32,969.16</b>	<b>\$41,211</b>	<b>\$49,453.74</b>
		After School Activities Instructor II	After School Activities Instructor		sESP-S3	ClassS	\$33,280	\$38,729	\$44,179
		Food Service Staff 102							
		Food Service Staff 102							
		Public Health Office Clerk	Public Health Office Clerk		cPubHlOffC	c102	\$28,303	\$36,223	\$44,143
		TA IDEA	TA IDEA		sTAIdea-3	ClassST	\$34,320	\$39,936	\$45,552
		TA REG	TA REG		sTAReg-3	ClassST	\$34,320	\$39,936	\$45,552
		TA SPED	TA SPED		sTASpEd-3	ClassST	\$34,320	\$39,936	\$45,552
		TA SPED	TA SPED		sTASpEd-S5	ClassS	\$35,360	\$41,152	\$46,945
		TA State PreK	TA State PreK		sTARegPS-3	ClassST	\$34,320	\$39,936	\$45,552
		TA TITLE I	TA TITLE I		sTATitleI-3	ClassST	\$34,320	\$39,936	\$45,552
		Vehicle Washing Coordinator	Vehicle Washing Coordinator		cVehWashC	c103	\$30,708	\$39,302	\$47,895
		Volunteer Reading Coord	Volunteer Reading Coord		sFRC-VRC	ClassST	\$32,240	\$37,523	\$42,806
<b>104</b>	<b>Unified</b>						<b>\$34,617.62</b>	<b>\$43,272</b>	<b>\$51,926.43</b>
		After School Activities Instructor III	After School Activities Instructor		sESP-S5	ClassS	\$35,360	\$41,152	\$46,945
		Bookkeeper Elem	Bookkeeper Elem		sBkkprElem	ClassS	\$35,360	\$41,152	\$46,945
		Counter Clerk I - CCI	Counter Clerk I - CCI		cCounterCl	c103	\$30,708	\$39,302	\$47,895
		Data Clerk	Data Clerk		cDataClerk	c103	\$30,708	\$39,302	\$47,895
		Deed Clerk I							
		Deputy Clerk I	Clerk & Master Deputy Clerk		cDeputyCler	c105	\$36,151	\$46,267	\$56,383
		Deputy Clerk I	Deputy Clerk I		cDeputyCler	c103	\$30,708	\$39,302	\$47,895
		Detention Records Clerk	Jail Clerk		cJailClerk	c103	\$30,708	\$39,302	\$47,895
		Head Custodian Elem	Head Custodian Elem		sHdCustEle	ClassS	\$35,360	\$41,152	\$46,945
		Job Coach	Job Coach		sJobCo	ClassS	\$35,360	\$41,152	\$46,945
		Patron Services Specialist	Patron Services Specialist		cPatronSrvs	c103	\$30,708	\$39,302	\$47,895

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**Class Comparison List by Proposed Pay Grade  
Blount County Unified Plan**

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
<b>104</b>	<b>Unified</b>						<b>\$34,617.62</b>	<b>\$43,272</b>	<b>\$51,926.43</b>
		Receptionist	Receptionist		sRecept-S4	ClassS	\$34,320	\$39,936	\$45,552
		Receptionist	Receptionist		sRecept-S5	ClassS	\$35,360	\$41,152	\$46,945
		Receptionist	Receptionist		sRecept-S6	ClassS	\$36,400	\$42,359	\$48,318
		Secretary	Secretary		sSec-S5	ClassS	\$35,360	\$41,152	\$46,945
		Secretary Guidance	Secretary Guidance		sSecGuid	ClassS	\$35,360	\$41,152	\$46,945
		Secretary IDEA	Secretary IDEA		sSecIdea	ClassS	\$35,360	\$41,152	\$46,945
		Secretary Vocational	Secretary Vocational		sSecVoc	ClassS	\$36,400	\$42,359	\$48,318
		TIBRS & NCIC Data Clerk	TIBRS & NCIC Data Clerk		cTibrsClerk	c103	\$30,708	\$39,302	\$47,895
<b>105</b>	<b>Unified</b>						<b>\$36,348.50</b>	<b>\$45,436</b>	<b>\$54,522.75</b>
		Accounting Clerk I	Accounting Clerk I		cAcctgClerk	c104 1	\$33,318	\$42,642	\$51,965
		Bookkeeper Mid	Bookkeeper Mid		sBkkprMid	ClassS	\$36,400	\$42,359	\$48,318
		Equipment Operator I							
		Head Custodian Mid	Head Custodian Mid		sHdCustMid	ClassS	\$38,480	\$44,782	\$51,084
<b>106</b>	<b>Unified</b>						<b>\$38,165.93</b>	<b>\$47,707</b>	<b>\$57,248.89</b>
		Administrative Assistant	Administrative Assistant		cAdminAsst	c104	\$33,318	\$42,642	\$51,965
		Assistant Jury Coordinator	Assistant Jury Coordinator		cAsstJuryCo	c104 ord	\$33,318	\$42,642	\$51,965
		Bookkeeper HS	Bookkeeper HS		sBkkprHigh	ClassS	\$37,440	\$43,565	\$49,691
		Counter Clerk II - CCI	Counter Clerk II - CCI		cCounterCl	c104 erk2	\$33,318	\$42,642	\$51,965
		Courtroom Supervisor	Courtroom Supervisor		cCourtRoo	c104 mSupv	\$33,318	\$42,642	\$51,965
		Deed Clerk II							
		Dental Assistant	Dental Assistant		cDentalAssi	c104 st	\$33,318	\$42,642	\$51,965
		Deputy Clerk II	Clerk & Master Deputy Clerk		cDeputyCler	c105 kCkM	\$36,151	\$46,267	\$56,383
		Deputy Clerk II	Deputy Clerk II		cDeputyCler	c104 k2	\$33,318	\$42,642	\$51,965
		Education Services Assistant	Education Services Assistant		cEdServAss	c104 t	\$33,318	\$42,642	\$51,965
		Elections Specialist	Elections Specialist		cElectionSp	c104 clst	\$33,318	\$42,642	\$51,965
		Equipment Operator II	Equipment Operator II		hEquipOper	c104 2	\$33,318	\$42,642	\$51,965

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**Class Comparison List by Proposed Pay Grade  
Blount County Unified Plan**

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
<b>106</b>	<b>Unified</b>						<b>\$38,165.93</b>	<b>\$47,707</b>	<b>\$57,248.89</b>
		Maintenance Staff - SYW	Maintenance Staff - SYW		sMaintenance	ClassS	\$37,294	\$44,917	\$52,540
		Maintenance Technician I	Maintenance Technician I		cMntTechI	c104	\$33,318	\$42,642	\$51,965
		Parts Tech	Parts Tech		hPartsTech	c104	\$33,318	\$42,642	\$51,965
		Secretary	Secretary		sSec-S7	ClassS	\$37,440	\$43,565	\$49,691
		Secretary Administrative	Secretary Administrative		sHSAdm	ClassS	\$37,440	\$43,565	\$49,691
		Sign Tech	Sign Tech		hSignTech	c104	\$33,318	\$42,642	\$51,965
		Title Deeds Clerk	Title Deeds Clerk		cTitleDeeds	c104	\$33,318	\$42,642	\$51,965
					Clrk				
<b>107</b>	<b>Unified</b>						<b>\$40,074.23</b>	<b>\$50,093</b>	<b>\$60,111.33</b>
		Accounting Clerk II	Accounting Clerk II		cAcctgClerk	c105	\$36,151	\$46,267	\$56,383
		Accounts Payable - CEN	Accounts Payable - CEN		sSecAP	ClassS	\$38,480	\$44,782	\$51,084
		Animal Control Officer	Animal Control Officer		cControlOff	c105	\$36,151	\$46,267	\$56,383
		Assessor Clerk	Assessor Clerk		cAssessorCl	c105	\$36,151	\$46,267	\$56,383
		Bookkeeper	Bookkeeper FS - CEN		sFdSvcsBkp	ClassS	\$38,480	\$44,782	\$51,084
		Cataloging Specialist	Cataloging Specialist		cCatalogSp	c105	\$36,151	\$46,267	\$56,383
		Cattery Operations Manager	Cattery Operations Manager		cCatOprMgr	c105	\$36,151	\$46,267	\$56,383
		Chaplain	Chaplain		cShfChaplai	c105	\$36,151	\$46,267	\$56,383
		Counter Clerk III	Counter Clerk III		cCounterCl	c105	\$36,151	\$46,267	\$56,383
		Deed Clerk III			erk3				
		Deli Manager	Hospitality Services Coordinator		cLibHspSrv	c105	\$36,151	\$46,267	\$56,383
		Deputy Assessor I	Deputy Assessor		cDeputyAss	c105	\$36,151	\$46,267	\$56,383
		Deputy Clerk III	Clerk & Master Deputy Clerk		cDeputyCler	c105	\$36,151	\$46,267	\$56,383
		Deputy Clerk III	Deputy Clerk III		kCkM				
		Deputy Clerk III	Deputy Clerk III		cDeputyCler	c105	\$36,151	\$46,267	\$56,383
		Elections Deputy	Elections Deputy		k3				
		Equipment Operator III	Equipment Operator III		cElectionDe	c105	\$36,151	\$46,267	\$56,383
					puty				
					hEquipOper	c105	\$36,151	\$46,267	\$56,383
					3				

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## Class Comparison List by Proposed Pay Grade Blount County Unified Plan

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
107	Unified						\$40,074.23	\$50,093	\$60,111.33
		Extended School Director	Extended School Director		sESPSiteDir	ClassS	\$40,560	\$48,214	\$55,868
		Fleet Maintenance Tech	Fleet Maintenance Tech		cFleetMtxTe	c105	\$36,151	\$46,267	\$56,383
		Fleet Maintenance Tech	Fleet Maintenance Tech		hFleetMtxT	c105	\$36,151	\$46,267	\$56,383
		Food Service Manager I	Food Service Manager		sFSMgrEle	CafeSEI	\$38,979	\$47,028	\$55,078
		Head Custodian High	Head Custodian High		sHdCustHig	ClassS	\$40,560	\$48,214	\$55,868
		Health Educator							
		Hospitality Services Manager							
		Human Resources Assistant	Human Resources Assistant		cHRAsst	c105	\$36,151	\$46,267	\$56,383
		Judicial Assistant	Judicial Assistant		cJudAsst	c105	\$36,151	\$46,267	\$56,383
		Judicial Commissioner	Judicial Commissioner		cJudComm	c105	\$36,151	\$46,267	\$56,383
		Judicial Commissioner PT	Judicial Commissioner PT		cJudComm	c105	\$36,151	\$46,267	\$56,383
		Kennel Operations Manager	Kennel Operations Manager		cKennelOps	c105	\$36,151	\$46,267	\$56,383
		Law Enforcement Training Specialist 103	Law Enforcement Training Specialist 103		cLawEnfTrn	c105	\$36,151	\$46,267	\$56,383
		Maintenance Sec - SYW	Maintenance Sec - SYW		sMainSec	ClassS	\$38,480	\$44,782	\$51,084
		Maintenance Technician Assistant	Maintenance Technician Assistant		hMtxTechAs	c105	\$36,151	\$46,267	\$56,383
		Mapping Clerk	Mapping Clerk		cMappingCl	c105	\$36,151	\$46,267	\$56,383
		Nutrition Educator	Nutrition Educator		cNutritionE	c105	\$36,151	\$46,267	\$56,383
		Personal Property Assistant	Personal Property Assistant		cPersPropA	c105	\$36,151	\$46,267	\$56,383
		Records Management Clerk	Records Management Clerk		cRcdsMgmt	c105	\$36,151	\$46,267	\$56,383
		School Guard	School Guard		cSchoolGua	c105	\$36,151	\$46,267	\$56,383
		School Health Sec - CEN	School Health Sec - CEN		sSHSec	ClassS	\$37,440	\$43,565	\$49,691
		Secretary	Secretary		sSec-S8	ClassS	\$38,480	\$44,782	\$51,084
		Seizure Specialist							
		Social Counselor	Social Counselor		cSocCounsl	c105	\$36,151	\$46,267	\$56,383

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## Class Comparison List by Proposed Pay Grade Blount County Unified Plan

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
<b>107</b>	<b>Unified</b>						<b>\$40,074.23</b>	<b>\$50,093</b>	<b>\$60,111.33</b>
		Treatment Services Assistant	Treatment Services Assistant		cTrtmtSvc	c105	\$36,151	\$46,267	\$56,383
					Asst				
		Victim Witness Coordinator	Victim Witness Coordinator		cVictimWitC	c105	\$36,151	\$46,267	\$56,383
					oord				
<b>108</b>	<b>Unified</b>						<b>\$42,077.93</b>	<b>\$52,597</b>	<b>\$63,116.90</b>
		Food Service Manager II	Food Service Manager		sFSMgrMid	CafeSM	\$40,809	\$49,233	\$57,657
		LPN	LPN		cLPNShf	c104	\$33,318	\$42,642	\$51,965
		LPN	LPN		cLPN	c104	\$33,318	\$42,642	\$51,965
		LPNC- SYW	Health Services Floater LPNC- SYW		sHSLPN	ClassSL	\$40,726	\$50,793	\$60,860
		Maintenance Staff - SYW	Maintenance Staff - SYW		sMaintenance	ClassS	\$40,164	\$48,370	\$56,576
					-S8150				
		Maintenance Staff - SYW	Maintenance Staff - SYW		sMaintenance	ClassS	\$38,729	\$46,644	\$54,558
					-S875				
		Maintenance Technician II	Maintenance Staff - SYW		sMaintenance	ClassS	\$37,294	\$44,917	\$52,540
					-S8000				
		Maintenance Technician II	Maintenance Staff - SYW		sMaintenance	ClassS	\$38,729	\$46,644	\$54,558
					-S875				
		Maintenance Technician II	Maintenance Technician II		cMntTechII	c105	\$36,151	\$46,267	\$56,383
		Nurse LPN	Nurse LPN		sNrseLPN	ClassSL	\$40,726	\$50,793	\$60,860
		Nurse LPN Idea	Nurse LPN Idea		sNrseIdea	ClassSL	\$40,726	\$50,793	\$60,860
		Parts Tech/Facilities Maint. Assistant	Parts Tech/Facilities Maint. Assistant		hPrtsTchFcl	c106	\$39,224	\$50,200	\$61,176
					tMnt				
		Payroll Clerk	Payroll Clerk		cPayrollCler	c106	\$39,224	\$50,200	\$61,176
					k				
		Welder	Welder		hWelder	c106	\$39,224	\$50,200	\$61,176
<b>109</b>	<b>Unified</b>						<b>\$44,181.83</b>	<b>\$55,227</b>	<b>\$66,272.75</b>
		Accounting Clerk III	Accounting Clerk III		cAcctgClerk	c106	\$39,224	\$50,200	\$61,176
					3				
		Case Manager - Drug Court	Case Manager		cCaseMang	c106	\$39,224	\$50,200	\$61,176
					er				
		Commission Assistant	Commission Assistant		cCommissio	c106	\$39,224	\$50,200	\$61,176
					nSec				
		Counter Clerk Supervisor	Counter Clerk Supervisor		cCntrClerk	c106	\$39,224	\$50,200	\$61,176
					Supv				
		Equipment Operator IV	Equipment Operator IV		hEquipOper	c106	\$39,224	\$50,200	\$61,176
					4				

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**Class Comparison List by Proposed Pay Grade  
Blount County Unified Plan**

<i>Grade</i>	<i>Pay Plan</i>	<i>Proposed Class Title</i>	<i>Original Class Title</i>	<i>Working Class Title</i>	<i>Code</i>	<i>Grade</i>	<i>Annual Range</i>		
							<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<b>109</b>	<b>Unified</b>						<b>\$44,181.83</b>	<b>\$55,227</b>	<b>\$66,272.75</b>
		Equipment Operator IV	Maintenance Staff - SYW		sMaintenance ClassS -S8150		\$40,164	\$48,370	\$56,576
		Escrow & Collections Specialist	Escrow & Collections Specialist		cEscrowColl c106 ect		\$39,224	\$50,200	\$61,176
		Escrow & Collections Specialist	Escrow & Collections/Cty Clrk Specialist		cEscrwCnty c106 ClkSp		\$39,224	\$50,200	\$61,176
		Food Service Field Manager	Food Service Field Manager		sFSMgr ClassSF		\$42,494	\$52,988	\$63,481
		Food Service Manager III	Food Service Manager		sFSMgrHigh CafeSH		\$42,619	\$51,407	\$60,195
		Library Services Specialist	Youth Services Specialist		cYouthSrvs c106 Spec		\$39,224	\$50,200	\$61,176
		Maintenance Staff - SYW	Maintenance Staff - SYW		sMaintenance ClassS -S8300		\$43,035	\$51,823	\$60,611
		Office Supervisor	Office Supervisor		cOfficeSupr c106 v		\$39,224	\$50,200	\$61,176
		PC Specialist	PC Specialist		cPCSpecShf c106		\$39,224	\$50,200	\$61,176
		Probation Officer	Probation Officer		cProbation c106 Off		\$39,224	\$50,200	\$61,176
		Tax & Rebate Specialist	Tax & Rebate Specialist		cTaxRebate c106 Spec		\$39,224	\$50,200	\$61,176
<b>110</b>	<b>Unified</b>						<b>\$46,390.92</b>	<b>\$57,989</b>	<b>\$69,586.38</b>
		Accounting Technician	Accounting Technician		cAcctgTech c107		\$42,558	\$54,467	\$66,376
		Administrative Support. Specialist	Administrative Support. Specialist		cAdminSup c106 Spec		\$39,224	\$50,200	\$61,176
		Custodial Supervisor	Custodial Supervisor		cCustodialS c107 upv		\$42,558	\$54,467	\$66,376
		Deputy Assessor II	Deputy Assessor, Senior		cDepAssrSr c107		\$42,558	\$54,467	\$66,376
		Fleet Maintenance Tech/CDL Skill Examine	Fleet Maintenance Tech/CDL Skill Examine		hFleetMtxTc c106 hCDL		\$39,224	\$50,200	\$61,176
		IT Tech	IT Tech		sITTech ClassS		\$37,814	\$48,692	\$59,571
		Maintenance Technician III	Maintenance Staff - SYW		sMaintenance ClassS -S8300		\$43,035	\$51,823	\$60,611
		Maintenance Technician III	Maintenance Staff - SYW		sMaintenance ClassS -S8000		\$37,294	\$44,917	\$52,540
		Maintenance Technician III	Maintenance Technician		hMtxTech c106		\$39,224	\$50,200	\$61,176
		Master Welder/Fabricator							
		Office Services Specialist	Assistant Office Manager		cAsstOffice c107 Mgr		\$42,558	\$54,467	\$66,376
<b>111</b>	<b>Unified</b>						<b>\$48,710.47</b>	<b>\$60,888</b>	<b>\$73,065.70</b>

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**Class Comparison List by Proposed Pay Grade  
Blount County Unified Plan**

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
<b>111</b>	<b>Unified</b>						<b>\$48,710.47</b>	<b>\$60,888</b>	<b>\$73,065.70</b>
		Accounting & Bankruptcy Specialist	Accounting & Bankruptcy Specialist		cAcctgBank Spec	c107	\$42,558	\$54,467	\$66,376
		Assistant Facilities Supervisor	Assistant Facilities Supervisor		cAsstFacilS upv	c107	\$42,558	\$54,467	\$66,376
		Assistant Veterans Service Officer	Assistant Veterans Service Officer		cAsstSrvOff r	c108	\$46,175	\$59,097	\$72,018
		Deputy Sheriff in Training - Shf	Deputy Sheriff Training - Shf		cDepSheriff Trng	c107	\$42,558	\$54,467	\$66,376
		Drainage/Grading Foreman	Drainage/Grading Foreman		hDrainGrad eFman	c107	\$42,558	\$54,467	\$66,376
		Executive Assistant	Executive Assistant		cExecAssist ant	c108	\$46,175	\$59,097	\$72,018
		GIS Technician	GIS Technician		cGISTech	c107	\$42,558	\$54,467	\$66,376
		Helpdesk, Application Support Specialist	Helpdesk, Application Support Specialist		cHelpdeskS pec	c107	\$42,558	\$54,467	\$66,376
		HVAC Technician	HVAC Technician		cHVACTech	c106	\$39,224	\$50,200	\$61,176
		HVAC Technician	Maintenance Staff - SYW		sMaintenance -S8300	ClassS	\$43,035	\$51,823	\$60,611
		Judicial Commissioner Supervisor	Judicial Commissioner Supervisor		cJudComm Supv	c107	\$42,558	\$54,467	\$66,376
		Law Enforcement Training Specialist	Law Enforcement Training Specialist		cTrainShr	c105	\$36,151	\$46,267	\$56,383
		Office Administrator, Assistant	Office Administrator, Assistant		cOffAdmnst rAsst	c107	\$42,558	\$54,467	\$66,376
		Purchasing Specialist	Purchasing Specialist		cPurchSpcl st	c107	\$42,558	\$54,467	\$66,376
		Vegetation Control Foreman	Vegetation Control Foreman		hVegCtrlFr mn	c107	\$42,558	\$54,467	\$66,376
		Worker Compensation Coordinator	Worker Compensation Coordinator		cWrkComp Coord	c107	\$42,558	\$54,467	\$66,376
		Youth Services Officer	Youth Services Officer		cYouthSrvs Off	c107	\$42,558	\$54,467	\$66,376
<b>112</b>	<b>Unified</b>						<b>\$51,145.99</b>	<b>\$63,932</b>	<b>\$76,718.98</b>
		Accounting Analyst	Accounting Analyst		cAcctgAnaly st	c108	\$46,175	\$59,097	\$72,018
		Assistant Director Emergency Management	Assistant Emergency Management Director		cAsstEMADi r	c108	\$46,175	\$59,097	\$72,018
		Assistant Director Veterans Services	Assistant Veterans Director		cAsstVetDir	c109	\$50,101	\$64,120	\$78,140
		Assistant Probation Director							

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**Class Comparison List by Proposed Pay Grade  
Blount County Unified Plan**

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
112	Unified						\$51,145.99	\$63,932	\$76,718.98
		Codes Inspector	Codes Inspector		cCodesInsp	c108	\$46,175	\$59,097	\$72,018
		Court Officer	Court Officer		cCourtOffic	c106	\$39,224	\$50,200	\$61,176
		Court Security	Court Security		cCourtSecu	c106	\$39,224	\$50,200	\$61,176
		Custodial Mgr - SYW	Custodial Mgr - SYW		sCustMgr	ClassS	\$47,798	\$59,602	\$71,406
		Deputy Assessor III	Deputy Assessor, Lead		cDepAssrLe	c108	\$46,175	\$59,097	\$72,018
		Deputy Sheriff	Deputy Sheriff		cDeputyShe	c106	\$39,224	\$50,200	\$61,176
		Deputy Sheriff Reserve	Deputy Sheriff Reserve		cDepShfRe	c106	\$39,224	\$50,200	\$61,176
		Dietician	Dietician		cDietician	c108	\$46,175	\$59,097	\$72,018
		Drainage/Grading Supervisor	Drainage/Grading Supervisor		hDrainGrad	c108	\$46,175	\$59,097	\$72,018
		Elections Chief Deputy	Elections Chief Deputy		cElectChief	c108	\$46,175	\$59,097	\$72,018
		Grant Coordinator	Grant Coordinator		cGrantCoor	c109	\$50,101	\$64,120	\$78,140
		Human Resources Specialist	Human Resources Specialist		cHRSpclst	c108	\$46,175	\$59,097	\$72,018
		Inspection Services Coordinator	Inspection Services Coordinator		hInspSvcCo	c108	\$46,175	\$59,097	\$72,018
		IT Voice - CEN	IT Voice - CEN		siTVoice	ClassSV	\$48,484	\$61,204	\$73,923
		Office Administrator	Office Administrator		cOfficeAdmi	c108	\$46,175	\$59,097	\$72,018
		Office Administrator	Office Administrator		hOfficeAdmi	c108	\$46,175	\$59,097	\$72,018
		Office Manager	Office Manager		cOfficeMgrS	c108	\$46,175	\$59,097	\$72,018
		Office Manager	Office Manager		cOfficeMan	c108	\$46,175	\$59,097	\$72,018
		Paving Supervisor	Paving Supervisor		hPavingSup	c108	\$46,175	\$59,097	\$72,018
		Process Server	Process Server		cProcServer	c106	\$39,224	\$50,200	\$61,176
		Property & Evidence Technician	Property & Evidence Technician		cPropEvidT	c106	\$39,224	\$50,200	\$61,176
		Quartermaster	Quartermaster		cQuartermas	c106	\$39,224	\$50,200	\$61,176

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## Class Comparison List by Proposed Pay Grade Blount County Unified Plan

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
<b>112</b>	<b>Unified</b>						<b>\$51,145.99</b>	<b>\$63,932</b>	<b>\$76,718.98</b>
		Reference Librarian	Reference Librarian		cRefLibrarian	c108	\$46,175	\$59,097	\$72,018
		Shop Supervisor	Shop Supervisor		hShopSupv	c108	\$46,175	\$59,097	\$72,018
		Sign Shop Supervisor	Sign Shop Supervisor		hSignShopSupv	c108	\$46,175	\$59,097	\$72,018
		Special Projects Coordinator	Special Projects Coordinator		hSplProjCoord	c108	\$46,175	\$59,097	\$72,018
		Stormwater Manager & Construction Coord.	Stormwater Manager & Construction Coord.		hSWMgrConstructionCoord	c108	\$46,175	\$59,097	\$72,018
		Treatment Specialist	Treatment Specialist		cTreatmentSpec	c108	\$46,175	\$59,097	\$72,018
		Vegetation Control Supervisor	Vegetation Control Supervisor		hVegCtrlSupv	c108	\$46,175	\$59,097	\$72,018
<b>113</b>	<b>Unified</b>						<b>\$53,703.29</b>	<b>\$67,129</b>	<b>\$80,554.94</b>
		Background Investigator	Background Investigator		cBackgrndInvst	c107	\$42,558	\$54,467	\$66,376
		Deputy Sheriff Crime Scene Investigator	Crime Scene Investigator		cCrimeScnInvst	c107	\$42,558	\$54,467	\$66,376
		Deputy Sheriff Investigator	Investigator		cInvestigator	c107	\$42,558	\$54,467	\$66,376
		IT Network - CEN	IT Network - CEN		sITNetwork	ClassS	\$52,894	\$65,967	\$79,040
		Maintenance Mgr	Maintenance Mgr		sMainMgr	ClassS	\$50,689	\$63,211	\$75,732
<b>114</b>	<b>Unified</b>						<b>\$56,388.46</b>	<b>\$70,486</b>	<b>\$84,582.69</b>
		Buyer	Buyer		cPurBuyer	c109	\$50,101	\$64,120	\$78,140
		CEN Food Service Coord	CEN Food Service Coord		sFdSvcCoord	ClassSF	\$53,185	\$66,331	\$79,476
		Chief Deputy Clerk & Master	Chief Deputy Clerk & Master		cChiefDeputyCkM	c109	\$50,101	\$64,120	\$78,140
		Chief Deputy Clerk PT and Master	Chief Deputy Clerk PT and Master		cChiefDeputyCkM	c109	\$50,101	\$64,120	\$78,140
		Chief Deputy Trustee	Chief Deputy Trustee		cChiefDeputyTrt	c109	\$50,101	\$64,120	\$78,140
		Corporal	Corporal		cCorporal	c108	\$46,175	\$59,097	\$72,018
		Family Services Specialist	Family Services Specialist		sFRC-FSS	ClassSF	\$50,835	\$66,591	\$82,347
		GIS Coordinator	GIS Coordinator		cGisCoordinator	c109	\$50,101	\$64,120	\$78,140
		Records Manager & County Archivist	Records Manager & County Archivist		cRcdsMgrArch	c109	\$50,101	\$64,120	\$78,140

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### Class Comparison List by Proposed Pay Grade Blount County Unified Plan

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
<b>115</b>	<b>Unified</b>						<b>\$59,207.88</b>	<b>\$74,010</b>	<b>\$88,811.81</b>
		Collection Manager	Collections Librarian		cCollections Lib	c110	\$54,360	\$69,571	\$84,783
		Contract Manager	Contract Manager		cContractMgr	c109	\$50,101	\$64,120	\$78,140
		FRC Coord - CEN	FRC Coord - CEN		sFRCoord	ClassSF	\$56,326	\$71,593	\$86,860
		Nurse LPN by RN	Nurse LPN by RN		sNrseLPN-RN	ClassS	\$55,910	\$69,721	\$83,532
		Nurse LPN Spec Ed by RN	Nurse LPN Spec Ed by RN		sNrseLPNSpEd-RN	ClassS	\$55,910	\$69,721	\$83,532
		Nurse RN	Nurse RN		sNrseRN	ClassS	\$55,910	\$69,721	\$83,532
		Nurse RN Idea	Nurse RN Idea		sNrseIdeaRN	ClassS	\$55,910	\$69,721	\$83,532
		Patron Services Manager	Patron Services Manager		cPatronSrvsMgr	c110	\$54,360	\$69,571	\$84,783
		Payroll Mgr - CEN	Payroll Mgr - CEN		sPyrIMgr	ClassS	\$56,576	\$70,553	\$84,531
		Public Information Officer	Public Information Officer		cPublicInfoOff	c109	\$50,101	\$64,120	\$78,140
		Reference Manager	Adult Services Coordinator		cAdultServCoord	c110	\$54,360	\$69,571	\$84,783
		RN	RN		cRN	c108	\$46,175	\$59,097	\$72,018
		Sub Nurse - SYW	Sub Nurse - SYW		sSubNrse	ClassS	\$55,910	\$69,721	\$83,532
		Transportation Supervisor -CEN	Transportation Supervisor -CEN		sTransSpvr	ClassST	\$56,326	\$71,458	\$86,590
		Youth Services Manager	Online Services Coordinator		cOnlineServCoor	c105	\$36,151	\$46,267	\$56,383
<b>116</b>	<b>Unified</b>						<b>\$62,168.27</b>	<b>\$77,710</b>	<b>\$93,252.41</b>
		Accounting Analyst Sr.	Accounting Analyst Sr.		cAcctgAnalystSr	c110	\$54,360	\$69,571	\$84,783
		Assistant Purchasing Agent	Assistant Purchasing Agent		cAsstPurAgent	c110	\$54,360	\$69,571	\$84,783
		Chief Deputy Register of Deeds	Chief Deputy Register of Deeds		cChiefDeputyRoD	c110	\$54,360	\$69,571	\$84,783
		Environmental Health Specialist	Environmental Health Specialist		cEnvHlthSpclst	c110	\$54,360	\$69,571	\$84,783
		Executive Admin Assistant	Executive Admin Assistant		sSecAdm	ClassS	\$56,888	\$70,948	\$85,009
		Planner, Senior	Planner, Senior		cPlannerSr	c110	\$54,360	\$69,571	\$84,783
		Systems Administrator	Systems Administrator		cSystemsAdmin	c110	\$54,360	\$69,571	\$84,783

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### Class Comparison List by Proposed Pay Grade Blount County Unified Plan

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range			
							Min	Mkt	Max	
<b>116</b>	<b>Unified</b>						<b>\$62,168.27</b>	<b>\$77,710</b>	<b>\$93,252.41</b>	---
		Transportation Planner, Senior	Transportation Planner, Senior			hTransPlnSr c110	\$54,360	\$69,571	\$84,783	
<b>117</b>	<b>Unified</b>						<b>\$65,276.69</b>	<b>\$81,596</b>	<b>\$97,915.03</b>	---
		Assistant Director Training	Assistant Training Director			cAsstTrainD c111	\$58,981	\$75,485	\$91,990	
		Assistant Training Director	Asst Training Director 106			cAsstTrnDir 106 c111	\$58,981	\$75,485	\$91,990	
		Chief Financial Officer	Chief Financial Officer			cChffinOff c111	\$58,981	\$75,485	\$91,990	
		Deputy Chief of Staff	Deputy Chief of Staff			cDeptyChfS taff c111	\$58,981	\$75,485	\$91,990	
		Emergency Management Director	Emergency Management Director			cEMADir c111	\$58,981	\$75,485	\$91,990	
		ESP Coordinator - CEN	ESP Coordinator - CEN			sESPCoord ClassS	\$60,008	\$78,790	\$97,572	
		Executive Assistant to Mayor	Executive Assistant to Mayor			cExecAsstM yr c110	\$54,360	\$69,571	\$84,783	
		Health Services Coord - SYW	Health Services Coord - SYW			sHSCoord ClassS	\$62,316	\$77,708	\$93,100	
		Operations Manager	Operations Manager			hOpsMgr c111	\$58,981	\$75,485	\$91,990	
		Operations Manager	Operations Manager			cOpsMgr c111	\$58,981	\$75,485	\$91,990	
		Sergeant	Sergeant			cSergeant c110	\$54,360	\$69,571	\$84,783	
<b>118</b>	<b>Unified</b>						<b>\$68,540.52</b>	<b>\$85,676</b>	<b>\$102,810.77</b>	---
		Admin Services Mgr/Environmental								
		Assistant CFO-CEN	Assistant CFO-CEN			sAsstCFO ClassSA	\$68,182	\$85,020	\$101,857	
		Building Official	Building Official			cBldgOfficia l c112	\$63,994	\$81,901	\$99,809	
		Business Analyst								
		Fleet & Maintenance Supervisor	Fleet & Maintenance Supervisor			cMaintSupv Shf c111	\$58,981	\$75,485	\$91,990	
<b>119</b>	<b>Unified</b>						<b>\$71,967.55</b>	<b>\$89,959</b>	<b>\$107,951.32</b>	---
		Chief Deputy Assessor	Chief Deputy Assessor			cChiefDeputyPrA c112	\$63,994	\$81,901	\$99,809	
		Chief Deputy Court Clerk	Chief Deputy Court Clerk			cChiefDeputyCCl c112	\$63,994	\$81,901	\$99,809	
		Environmental Health Manager	Environmental Health Manager			cEnvHealth Mgr c112	\$63,994	\$81,901	\$99,809	
		IT Manager	IT Manager			cITMgrShr c112	\$63,994	\$81,901	\$99,809	
		Library Deputy Director	Deputy Director			cDepDirector c114	\$72,583	\$92,895	\$113,206	

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**Class Comparison List by Proposed Pay Grade  
Blount County Unified Plan**

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
<b>119</b>	<b>Unified</b>						<b>\$71,967.55</b>	<b>\$89,959</b>	<b>\$107,951.32</b>
		Lieutenant	Lieutenant		cLieutenant	c111	\$58,981	\$75,485	\$91,990
		Risk Manager	Risk Manager		cRiskMgr	c112	\$63,994	\$81,901	\$99,809
		Veteran Services, Director	Veteran Services, Director		cVetDirector	c112	\$63,994	\$81,901	\$99,809
<b>120</b>	<b>Unified</b>						<b>\$75,565.93</b>	<b>\$94,457</b>	<b>\$113,348.88</b>
		Assistant Director Finance	Assistant Finance Director		cAcctgADFinance	c113	\$68,154	\$87,225	\$106,297
		Chief of Staff	Chief of Staff		cChiefofStaff	c112	\$63,994	\$81,901	\$99,809
		Conservation Director	Conservation Director		cSoilCvDir	c113	\$68,154	\$87,225	\$106,297
		Director Animal Center	Animal Center Director		cAnnlCtrDir	c113	\$68,154	\$87,225	\$106,297
		Drug Court Programs Director	Drug Court Programs Director		cProgramsDir	c113	\$68,154	\$87,225	\$106,297
		Finance Manager	Finance Manager		cFinanceMgr	c113	\$68,154	\$87,225	\$106,297
		Juvenile Court Clerk Director	Juvenile Court Clerk Director		cJuvCrtClerkDir	c113	\$68,154	\$87,225	\$106,297
		Juvenile Court Services Director	Juvenile Court Services Director		cJuvCrtSrvDir	c113	\$68,154	\$87,225	\$106,297
		Probation Director	Probation Director		cProbationDir	c113	\$68,154	\$87,225	\$106,297
		Technology Coordinator	Technology Coordinator		sTechCoord	ClassSI	\$67,579	\$85,768	\$103,958
		Watershed Coordinator	Watershed Coordinator		cWatershedCoord	c113	\$68,154	\$87,225	\$106,297
<b>121</b>	<b>Unified</b>						<b>\$79,344.22</b>	<b>\$99,180</b>	<b>\$119,016.33</b>
		Captain	Captain		cCaptain	c113	\$68,154	\$87,225	\$106,297
		Facilities & Capital Projects Sprv	Facilities & Capital Projects Sprv		sMainMgr-FCP	ClassS	\$74,630	\$93,860	\$113,089
		General Services Director	General Services Director		cGenSrvDirector	c113	\$68,154	\$87,225	\$106,297
<b>122</b>	<b>Unified</b>						<b>\$83,311.43</b>	<b>\$104,139</b>	<b>\$124,967.15</b>
<b>123</b>	<b>Unified</b>						<b>\$87,477.00</b>	<b>\$109,346</b>	<b>\$131,215.50</b>
		Magistrate	Magistrate		cMagistrate	c115	\$77,301	\$98,932	\$120,563
<b>124</b>	<b>Unified</b>						<b>\$91,850.85</b>	<b>\$114,814</b>	<b>\$137,776.28</b>

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**Class Comparison List by Proposed Pay Grade  
Blount County Unified Plan**

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
<b>124</b>	<b>Unified</b>						<b>\$91,850.85</b>	<b>\$114,814</b>	<b>\$137,776.28</b>
		Deputy Chief	Deputy Chief		cDeputyChief	c115	\$77,301	\$98,932	\$120,563
		Human Resources Director	HR Director		cHRDirector	c115	\$77,301	\$98,932	\$120,563
		Planning Director	Planning Director		cPlanningDirector	c115	\$77,301	\$98,932	\$120,563
		Purchasing Agent	Purchasing Agent		cPurAgent	c114	\$72,583	\$92,895	\$113,206
		Veterinarian	Veterinarian		cVeterinarian	c114	\$72,583	\$92,895	\$113,206
<b>125</b>	<b>Unified</b>						<b>\$96,443.39</b>	<b>\$120,554</b>	<b>\$144,665.09</b>
		IT Director	IT Director		cITDirector	c117	\$87,676	\$112,210	\$136,745
		Library Director	Library Director		cLibDirector	c117	\$87,676	\$112,210	\$136,745
<b>126</b>	<b>Unified</b>						<b>\$101,265.56</b>	<b>\$126,582</b>	<b>\$151,898.34</b>
		Assistant Superintendent/Engineer	Assistant Superintendent/Engineer		hAsstSuperEng	c115	\$77,301	\$98,932	\$120,563
		Chief Deputy Sheriff	Chief Deputy Sheriff		cChfDepSherriff	c117	\$87,676	\$112,210	\$136,745
		Fiscal Administrator	Fiscal Administrator - CEN		sFiscalAdm	ClassSF	\$84,177	\$106,901	\$129,625
<b>127</b>	<b>Unified</b>						<b>\$106,328.84</b>	<b>\$132,911</b>	<b>\$159,493.27</b>
<b>128</b>	<b>Unified</b>						<b>\$111,645.28</b>	<b>\$139,557</b>	<b>\$167,467.94</b>
<b>129</b>	<b>Unified</b>						<b>\$117,227.55</b>	<b>\$146,534</b>	<b>\$175,841.33</b>
<b>130</b>	<b>Unified</b>						<b>\$123,088.93</b>	<b>\$153,861</b>	<b>\$184,633.39</b>
		Chief Administrative Officer	Chief Administrative Officer		cChiefAdminOff	c120	\$105,908	\$135,545	\$165,181
		Dentist	Dentist		cDentist	c120	\$105,908	\$135,545	\$165,181
		Finance Director	Finance Director		cFinDirector	c120	\$105,908	\$135,545	\$165,181

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