

City of Smyrna, Georgia

Pay Plan, 2015 Update

Prepared for the City by the Archer Company

Grade Order Listing - Current to Proposed

Code	Classification	FLSA	Grade	C-Min	C-Mid	C-Max	Grade	NewMin	NewMid	NewMax
0010	RECEPTIONIST	N	4	23,689	28,427	35,533	4	24,284	30,355	36,426
1101	CREW WORKER	N	4	23,689	28,427	35,533	4	24,284	30,355	36,426
4371	LIBRARY AIDE	N	4	23,689	28,427	35,533	4	24,284	30,355	36,426
4218	JAIL COOK	N	6	26,482	31,778	39,722	6	27,186	33,983	40,779
4413	WAREHOUSE ATTENDANT	N	6	26,482	31,778	39,722	6	27,186	33,983	40,779
1105	MAINTENANCE TECHNICIAN	N	6	26,482	31,778	39,722	6	27,186	33,983	40,779
0012	OFFICE ASSISTANT	N	6	26,482	31,778	39,722	6	27,186	33,983	40,779
4384	RECYCLING CENTER ASSISTANT	N	6	26,482	31,778	39,722	6	27,186	33,983	40,779
1102	CREW LEADER	N	6	26,482	31,778	39,722	6	27,186	33,983	40,779
4362	HEAD LIFEGUARD	N	6	26,482	31,778	39,722	6	27,186	33,983	40,779
1120	UTILITY METER INSTALLATION TECHNICIAN	N	6	26,482	31,778	39,722	6	27,186	33,983	40,779
4375	LIBRARY CLERK	N	6	26,482	31,778	39,722	6	27,186	33,983	40,779
4143	UTILITY SERVICES METER TECHNICIAN	N	7	27,878	33,454	41,817	7	28,637	35,796	42,956
4376	LIBRARY CLERK, SENIOR	N	7	27,878	33,454	41,817	7	28,637	35,796	42,956
1110	EQUIPMENT OPERATOR	N	7	27,878	33,454	41,817	7	28,637	35,796	42,956
0014	CENTRAL RECORDS ASSISTANT	N	7	27,878	33,454	41,817	7	28,637	35,796	42,956
0016	ACCOUNTING TECHNICIAN	N	7	27,878	33,454	41,817	7	28,637	35,796	42,956
1107	CREW CHIEF	N	8	29,274	35,129	43,912	8	30,088	37,610	45,132
1112	EQUIPMENT OPERATOR, SENIOR	N	8	29,274	35,129	43,912	8	30,088	37,610	45,132
4192	COURT SERVICES CLERK	N	8	29,274	35,129	43,912	8	30,088	37,610	45,132
4380	EVENTS & SALES ASSISTANT	N	8	29,274	35,129	43,912	8	30,088	37,610	45,132
4332	COMMUNITY CENTER SUPERVISOR	N	8	29,274	35,129	43,912	8	30,088	37,610	45,132
1106	MAINTENANCE TECHNICIAN, SENIOR	N	8	29,274	35,129	43,912	8	30,088	37,610	45,132
1116	SANITATION TRUCK DRIVER	N	8	29,274	35,129	43,912	8	30,088	37,610	45,132
0018	ACCOUNTING TECHNICIAN, SENIOR	N	9	30,671	36,805	46,006	9	31,539	39,424	47,309
4424	MECHANIC	N	9	30,671	36,805	46,006	9	31,539	39,424	47,309
4144	UTILITY SERVICES METER TECH, SR	N	9	30,671	36,805	46,006	9	31,539	39,424	47,309
4195	COURT SERVICES CLERK, SENIOR	N	9	30,671	36,805	46,006	9	31,539	39,424	47,309
4255	COMMUNICATIONS OFFICER	N	10	32,067	38,481	48,101	10	32,990	41,237	49,485

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Code	Classification	FLSA	Grade	C-Min	C-Mid	C-Max	Grade	NewMin	NewMid	NewMax
4221	GCIC SPECIALIST	N	10	32,067	38,481	48,101	10	32,990	41,237	49,485
4216	DETENTION OFFICER	N	10	32,067	38,481	48,101	10	32,990	41,237	49,485
4353	RECREATION COORDINATOR	N	10	32,067	38,481	48,101	10	32,990	41,237	49,485
0022	CENTRAL RECORDS SUPERVISOR	N	10	32,067	38,481	48,101	10	32,990	41,237	49,485
4426	MECHANIC, SENIOR	N	10	32,067	38,481	48,101	10	32,990	41,237	49,485
4133	ACCOUNTS PAYABLE COORDINATOR	N	10	32,067	38,481	48,101	10	32,990	41,237	49,485
4225	CRIME DATA SPECIALIST	N	10	32,067	38,481	48,101	10	32,990	41,237	49,485
1114	HEAVY EQUIPMENT OPERATOR	N	11	33,463	40,156	50,195	11	34,441	43,051	51,661
4314	ZONING INSPECTOR	N	11	33,463	40,156	50,195	11	34,441	43,051	51,661
4445	UTILITIES LOCATOR	N	11	33,463	40,156	50,195	11	34,441	43,051	51,661
4142	UTILITY SERVICES FOREMAN	N	11	33,463	40,156	50,195	11	34,441	43,051	51,661
0026	ADMINISTRATIVE ASSISTANT	N	11	33,463	40,156	50,195	11	34,441	43,051	51,661
4423	FLEET MAINTENANCE FOREMAN	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
4268	FIRE HYDRANT INSPECTOR	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
4416	TRAFFIC SIGNAL TECHNICIAN	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
4137	PROPERTY TAX SPECIALIST	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
4136	BUSINESS LICENSE OFFICER	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
0030	UTILITY BILLING COORDINATOR	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
4382	RECYCLING CENTER COORDINATOR	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
0028	DEPARTMENT ADMINISTRATIVE ASSISTANT	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
4343	PARKS MAINTENANCE FOREMAN	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
4127	HUMAN RESOURCES TECHNICIAN	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
4419	BUILDING & GROUNDS FOREMAN	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
4313	CITY MARSHAL-CODE ENFORCEMENT	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
4117	DEPUTY CITY CLERK	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
4450	ENVIRONMENTAL TECHNICIAN	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
4434	SANITATION FOREMAN	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
4415	STREET FOREMAN	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
4443	WATER/SEWER FOREMAN	N	12	34,860	41,832	52,290	12	35,892	44,865	53,838
4395	COMMUNITY RELATIONS ASSISTANT	N	13	36,256	43,507	54,384	13	37,343	46,679	56,014
4215	POLICE OFFICER-UNCERTIFIED	N	13	36,256	43,507	54,384	13	37,343	46,679	56,014
4229	POLICE QUARTERMASER	N	13	36,256	43,507	54,384	13	37,343	46,679	56,014
4265	FIREFIGHTER TRAINEE	N	13	36,256	43,507	54,384	13	37,343	46,679	56,014
4337	PARK RANGER-UNCERTIFIED	N	13	36,256	43,507	54,384	13	37,343	46,679	56,014
4253	COMMUNICATIONS SHIFT SUPERVISOR	N	13	36,256	43,507	54,384	13	37,343	46,679	56,014

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Code	Classification	FLSA	Grade	C-Min	C-Mid	C-Max	Grade	NewMin	NewMid	MewMax
4383	ASST DIRECTOR, KEEP SMYRNA BEAUTIFUL	N	13	36,256	43,507	54,384	13	37,343	46,679	56,014
4417	ADMINISTRATIVE SERVICES COORDINATOR	N	13	36,256	43,507	54,384	13	37,343	46,679	56,014
4223	DETENTION SHIFT SUPERVISOR	N	13	36,256	43,507	54,384	13	37,343	46,679	56,014
4257	POLICE SAFETY SYSTEMS ADMINISTRATION	N	14	37,653	45,183	56,479	14	38,794	48,492	58,191
4373	LIBRARY ASSOCIATE	N	14	37,653	45,183	56,479	14	38,794	48,492	58,191
4139	PURCHASING BUYER	N	14	37,653	45,183	56,479	14	38,794	48,492	58,191
4312	BUILDING INSPECTOR	N	14	37,653	45,183	56,479	14	38,794	48,492	58,191
4317	LEAD CITY MARSHAL-CODE ENFORCEMENT	N	14	37,653	45,183	56,479	14	38,794	48,492	58,191
4321	PLANNER / INSPECTOR	E	15	39,049	46,859	58,573	15	40,245	50,306	60,367
4316	PLANNER I	E	15	39,049	46,859	58,573	15	40,245	50,306	60,367
4197	PROBATION OFFICER	N	15	39,049	46,859	58,573	15	40,245	50,306	60,367
4372	TECHNICAL SERVICES LIBRARIAN	E	15	39,049	46,859	58,573	15	40,245	50,306	60,367
4199	CITY MARSHAL-COURT SERVICES	N	15	39,049	46,859	58,573	15	40,245	50,306	60,367
4114	EXECUTIVE ASSISTANT	N	15	39,049	46,859	58,573	15	40,245	50,306	60,367
4351	SENIOR PROGRAMS COORDINATOR	E	15	39,049	46,859	58,573	15	40,245	50,306	60,367
4336	PARK RANGER	N	15	39,049	46,859	58,573	15	40,245	50,306	60,367
4377	ADULT SERVICES LIBRARIAN	E	15	39,049	46,859	58,573	15	40,245	50,306	60,367
4361	ATHLETICS & AQUATICS COORDINATOR	E	15	39,049	46,859	58,573	15	40,245	50,306	60,367
4220	POLICE OFFICER	N	15	39,049	46,859	58,573	15	40,245	50,306	60,367
4385	FACILITY EVENTS COORDINATOR	E	15	39,049	46,859	58,573	15	40,245	50,306	60,367
4266	FIREFIGHTER / EMT	N	15	39,049	46,859	58,573	15	40,245	50,306	60,367
4335	PARK RANGER, SENIOR	N	16	40,445	48,534	60,668	16	41,696	52,120	62,544
4209	FORENSICS EVIDENCE SPECIALIST	N	16	40,445	48,534	60,668	16	41,696	52,120	62,544
4222	MASTER PATROL OFFICER	N	16	40,445	48,534	60,668	16	41,696	52,120	62,544
4374	YOUTH SERVICES LIBRARIAN	E	16	40,445	48,534	60,668	16	41,696	52,120	62,544
4267	FIREFIGHTER / PARAMEDIC	N	16	40,445	48,534	60,668	16	41,696	52,120	62,544
4272	PLANS EXAMINER	N	17	41,842	50,210	62,763	17	43,147	53,933	64,720
4318	PLANNER II	E	17	41,842	50,210	62,763	17	43,147	53,933	64,720
4191	CLERK OF COURT	N	17	41,842	50,210	62,763	17	43,147	53,933	64,720
4124	EMPLOYEE BENEFITS COORDINATOR	E	17	41,842	50,210	62,763	17	43,147	53,933	64,720
4227	CHIEF JAILER	N	17	41,842	50,210	62,763	17	43,147	53,933	64,720
4320	ECONOMIC DEVELOPMENT COORDINATOR	E	17	41,842	50,210	62,763	17	43,147	53,933	64,720
4135	ACCOUNTING COORDINATOR	E	17	41,842	50,210	62,763	17	43,147	53,933	64,720
4271	FIRE INVESTIGATOR	N	18	43,238	51,886	64,857	18	44,598	55,747	66,896
4113	INFORMATION SYSTEMS SPECIALIST	E	18	43,238	51,886	64,857	18	44,598	55,747	66,896

Grade Order Listing - Current to Proposed

Code	Classification	FLSA	Grade	C-Min	C-Mid	C-Max	Grade	NewMin	NewMid	NewMax
4114	SERVER ADMINISTRATOR	E	18	43,238	51,886	64,857	18	44,598	55,747	66,896
4264	FIRE ENGINEER	N	18	43,238	51,886	64,857	18	44,598	55,747	66,896
4118	GIS SPECIALIST	E	18	43,238	51,886	64,857	18	44,598	55,747	66,896
4414	SUPERVISOR, WAREHOUSE	E	18	43,238	51,886	64,857	18	44,598	55,747	66,896
4341	PARK SUPERINTENDENT	E	18	43,238	51,886	64,857	18	44,598	55,747	66,896
4214	POLICE SERGEANT	N	18	43,238	51,886	64,857	18	44,598	55,747	66,896
4322	SENIOR PLANNER	E	18	43,238	51,886	64,857	18	44,598	55,747	66,896
4194	CHIEF PROBATION OFFICER	E	18	43,238	51,886	64,857	18	44,598	55,747	66,896
4134	BUDGET OFFICER	E	20	46,031	55,237	69,046	20	47,500	59,374	71,249
4141	MANAGER, UTILITY SERVICES	E	20	46,031	55,237	69,046	20	47,500	59,374	71,249
4274	FIRE TRAINING OFFICER	N	20	46,031	55,237	69,046	20	47,500	59,374	71,249
4213	POLICE LIEUTENANT	N	20	46,031	55,237	69,046	20	47,500	59,374	71,249
4263	FIRE LIEUTENANT	N	20	46,031	55,237	69,046	20	47,500	59,374	71,249
4419	SUPERVISOR, BUILDINGS AND GROUNDS	E	21	47,427	56,913	71,141	21	49,676	62,095	74,514
4422	SUPERVISOR, FLEET MAINTENANCE	E	21	47,427	56,913	71,141	21	49,676	62,095	74,514
4432	SUPERVISOR, SANITATION	E	21	47,427	56,913	71,141	21	49,676	62,095	74,514
4412	SUPERVISOR, STREETS	E	21	47,427	56,913	71,141	21	49,676	62,095	74,514
4442	SUPERVISOR, WATER AND SEWER	E	21	47,427	56,913	71,141	21	49,676	62,095	74,514
4132	PURCHASING MANAGER	E	22	50,220	60,264	75,330	22	52,578	65,722	78,867
4122	HUMAN RESOURCES MANAGER	E	22	50,220	60,264	75,330	22	52,578	65,722	78,867
4212	POLICE CAPTAIN	E	23	54,409	65,291	81,614	23	55,480	69,350	83,220
4145	CONTROLLER	E	23	54,409	65,291	81,614	23	55,480	69,350	83,220
4262	FIRE BATTALION CHIEF	E	23	54,409	65,291	81,614	23	55,480	69,350	83,220
4311	CHIEF BUILDING OFFICIAL	E	23	54,409	65,291	81,614	23	55,480	69,350	83,220
4275	FIRE BATTALION CHIEF, PREVENTION	E	23	54,409	65,291	81,614	23	55,480	69,350	83,220
4325	ECONOMIC DEVELOPMENT MANAGER	E	24	58,598	70,318	87,897	24	58,382	72,977	87,573
4411	ASSISTANT DIRECTOR, PUBLIC WORKS	E	24	58,598	70,318	87,897	24	58,382	72,977	87,573
4331	ASSISTANT DIRECTOR, RECREATION	E	24	58,598	70,318	87,897	24	58,382	72,977	87,573
4390	DIRECTOR, COMMUNITY RELATIONS	E	24	58,598	70,318	87,897	26	64,186	80,232	96,278
4381	DIRECTOR, KEEP SMYRNA BEAUTIFUL	E	24	58,598	70,318	87,897	26	64,186	80,232	96,278
4112	MANAGER, INFORMATION SYSTEMS	E	24	58,598	70,318	87,897	26	64,186	80,232	96,278
4261	ASSISTANT FIRE CHIEF	E	25	64,882	77,858	97,323	26	64,186	80,232	96,278
4211	ASSISTANT POLICE CHIEF	E	25	64,882	77,858	97,323	26	64,186	80,232	96,278
4418	CITY ENGINEER	E	25	64,882	77,858	97,323	29	74,342	92,928	111,513
4370	DIRECTOR, LIBRARY	E	26	71,864	86,236	107,796	29	74,342	92,928	111,513

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Code	Classification	FLSA	Grade	C-Min	C-Mid	C-Max	Grade	NewMin	NewMid	MewMax
4190	CITY CLERK	E	26	71,864	86,236	107,796	29	74,342	92,928	111,513
4330	DIRECTOR, PARKS AND RECREATION	E	26	71,864	86,236	107,796	30	80,146	100,183	120,219
4310	DIRECTOR, COMMUNITY DVLPMENT/PLANNER	E	26	71,864	86,236	107,796	30	80,146	100,183	120,219
4120	DIRECTOR, HUMAN RESOURCES & RISK MGMT	E	26	71,864	86,236	107,796	30	80,146	100,183	120,219
4130	DIRECTOR, FINANCE	E	26	71,864	86,236	107,796	31	85,950	107,437	128,925
4260	FIRE CHIEF	E	27	77,449	92,939	116,174	31	85,950	107,437	128,925
4210	CHIEF OF POLICE	E	27	77,449	92,939	116,174	31	85,950	107,437	128,925
4410	DIRECTOR, PUBLIC WORKS	E	27	77,449	92,939	116,174	31	85,950	107,437	128,925
4111	ASSISTANT CITY ADMINISTRATOR	E	28	83,035	99,642	124,552	32	91,754	114,692	137,631
4110	CITY ADMINISTRATOR	E	29	88,620	106,344	132,930	33	97,558	121,947	146,336