

CITY COUNCIL MEETING
AGENDA ITEM VIII



**CITY OF FRANKLIN
COUNCIL AGENDA REPORT**

City Council Meeting December 2015

From: Elizabeth Dragon – City Manager
Subject: Proposed Pay Grade adjustment for Grade 1022

Sale of property Recommended Motion:

Councilor moves:

“I move that the Franklin City Council adopt the revised pay grade for grade 1022”

Mayor calls for a second, discussion, and vote.

Discussion:

In 2013 the City did a pay and classification study of all positions. At that time, implementation of the entire study was not feasible. However, we have used the study to make adjustments in several areas over the last couple of years (compression, regarding, benchmarking etc). This approach has been a more gradual approach to implementation.

I am requesting the adoption of the revised scale for grade 1022. Several department head positions are classified in this grade: The Finance Director, Fire Chief, MSD Director, Planning & Zoning Director/Special Projects Coordinator (and proposing the Police Chief also be listed in this grade). The city has a 12 step system and employees are placed on the scale initially based on education and experience. The rate of pay is \$29.87-\$39.19 per hr. The recommended revised scale per the 2013 pay classification study would be \$37.18-48.78 per hr.

To implement this change on the various employee anniversary dates in FY16 would cost \$5,380.49 (wages & taxes& benefits included). The annual effect affect after implementation is \$13,992.47.

The City of Franklin is fortunate to have experienced well educated leaders in our department head positions. However, due to the level of education, experience combined with years of tenure here at the city some of these employees have been at the top step or are approaching the top step. The MSD Director, for example, has been at the top step for a few years which means in the years the city has budgeted for a merit increase he has only been eligible for COLA (if it was in the budget).

The department heads are all creative in their respective departments when it comes to researching grants, engaging volunteers, finding cost saving methods etc to help keep city costs

General Administration and Non-Union Classifications

Series 1000

Grade	Classification	1	2	3	4	5	6	7	8	9	10	11	12
1001	Grounds Custodian, Recreation Event Supervisor	\$12.17	\$12.48	\$12.79	\$13.11	\$13.44	\$13.77	\$14.12	\$14.47	\$14.83	\$15.20	\$15.58	\$15.97
1002	Library Assistant	\$13.25	\$13.58	\$13.92	\$14.27	\$14.63	\$14.99	\$15.37	\$15.75	\$16.15	\$16.56	\$16.97	\$17.40
1003	Secretary	\$13.99	\$14.34	\$14.70	\$15.07	\$15.44	\$15.83	\$16.23	\$16.63	\$17.05	\$17.47	\$17.91	\$18.36
1004	Children's Librarian, Account Clerk	\$14.43	\$14.79	\$15.16	\$15.54	\$15.93	\$16.33	\$16.74	\$17.16	\$17.58	\$18.02	\$18.47	\$18.94
1005	Deputy Tax Collector and City Clerk	\$15.06	\$15.44	\$15.82	\$16.22	\$16.62	\$17.04	\$17.47	\$17.90	\$18.35	\$18.81	\$19.28	\$19.76
1006	Bookkeeper, Administrative Secretary	\$15.77	\$16.16	\$16.56	\$16.98	\$17.40	\$17.84	\$18.28	\$18.74	\$19.21	\$19.69	\$20.18	\$20.70
1007-F	Firefighter (42 hrs.)	\$16.05	\$16.45	\$16.87	\$17.29	\$17.72	\$18.16	\$18.62	\$19.08	\$19.56	\$20.05	\$20.55	\$21.06
1008	Executive Secretary, Finance Assistant, Assessing Tech	\$16.25	\$16.66	\$17.07	\$17.50	\$17.94	\$18.39	\$18.85	\$19.32	\$19.80	\$20.30	\$20.80	\$21.32
1009-F	Master Firefighter	\$16.70	\$17.12	\$17.55	\$17.99	\$18.44	\$18.90	\$19.37	\$19.85	\$20.35	\$20.86	\$21.38	\$21.92
1010-F	Firefighter-Paramedic	\$17.62	\$18.06	\$18.51	\$18.97	\$19.45	\$19.93	\$20.43	\$20.94	\$21.47	\$22.00	\$22.55	\$23.12
1011	Communications Supervisor	\$18.15	\$18.60	\$19.07	\$19.54	\$20.03	\$20.53	\$21.05	\$21.57	\$22.11	\$22.66	\$23.23	\$23.81
1012	MSD Working Foreman	\$18.40	\$18.86	\$19.33	\$19.82	\$20.31	\$20.82	\$21.34	\$21.87	\$22.42	\$22.98	\$23.55	\$24.15
1013-F	Master Firefighter-Paramedic, Master Mechanic	\$18.95	\$19.43	\$19.91	\$20.41	\$20.92	\$21.44	\$21.98	\$22.53	\$23.09	\$23.67	\$24.26	\$24.87
1014	Welfare Director, Project Coordinator	\$19.48	\$19.97	\$20.47	\$20.98	\$21.50	\$22.04	\$22.59	\$23.16	\$23.74	\$24.33	\$24.94	\$25.56
1015-F	Fire Captain	\$19.92	\$20.42	\$20.93	\$21.45	\$21.99	\$22.54	\$23.11	\$23.69	\$24.28	\$24.89	\$25.51	\$26.15
1016	Inspector	\$20.10	\$20.60	\$21.12	\$21.64	\$22.19	\$22.74	\$23.31	\$23.89	\$24.49	\$25.10	\$25.73	\$26.37
1017-F	Fire Captain - Paramedic	\$20.50	\$21.01	\$21.53	\$22.07	\$22.62	\$23.19	\$23.77	\$24.36	\$24.98	\$25.61	\$26.25	\$26.90
1018	Police Sergeant	\$21.04	\$21.56	\$22.10	\$22.65	\$23.22	\$23.80	\$24.40	\$25.01	\$25.63	\$26.27	\$26.93	\$27.61
1019	Library Director, Parks and Recreation Director, City Clerk-Tax Collector, Inspection Captain	\$22.38	\$22.94	\$23.51	\$24.10	\$24.70	\$25.32	\$25.96	\$26.60	\$27.27	\$27.95	\$28.65	\$29.37
1020	Operations Superintendent	\$25.14	\$25.77	\$26.41	\$27.07	\$27.75	\$28.44	\$29.15	\$29.88	\$30.63	\$31.39	\$32.18	\$32.98
1021	Deputy Fire Chief, Police Lieutenant, Prosecutor	\$26.09	\$26.74	\$27.41	\$28.09	\$28.79	\$29.51	\$30.25	\$31.01	\$31.78	\$32.58	\$33.39	\$34.23
1022	Finance Director, Fire Chief, MSD Director, Planning & Zoning Director/Special Projects Coordinator	\$29.87	\$30.61	\$31.38	\$32.16	\$32.97	\$33.79	\$34.64	\$35.50	\$36.39	\$37.30	\$38.23	\$39.19