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Technical Bulletins: The 1990 MTAS Salary and Fringe Benefits Survey: A Look at Compensation of Tennessee Municipal Employees

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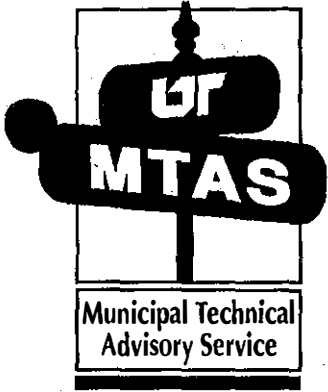
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A University of Tennessee

Technical Bulletin

Bulletin 46

May 7, 1991

The 1990 MTAS Salary and Fringe Benefits Survey: A Look at Compensation of Tennessee Municipal Employees

by Richard L. Stokes, Municipal Personnel Consultant

The salaries of workers in Tennessee's cities and towns are keeping pace with inflation. That's just one of the findings of the comprehensive salary and fringe benefit survey conducted annually by The University of Tennessee's Municipal Technical Advisory Service. This summary of the 1990 findings is designed to help towns, cities, and others evaluate and compare the data and prepare budgets based on the most up-to-date information.

For regular users of our survey information, this document will look awfully thin. It's our attempt to get the most basic -- and most used -- information into the hands of Tennessee city officials in a faster and more economical manner. But if you need more detail, don't worry. MTAS gathered the same amount of information as in past years, and it's available quickly if you need it. In fact, data from the survey is entered into a database (Rbase for DOS) and reports can be generated in the format you're used to from last year.

This *Technical Bulletin* provides you with salary reviews of nearly 70 benchmark positions examined in the survey. For each job title, there are averages for: (1) the number of employees covered by the survey, (2) the hours they work, and (3) minimum and maximum salaries. This information is provided for each grand division of the state -- East, Middle, and West.

The Salary Information And How It Was Gathered

MTAS received responses this year from 220 of the 339 Tennessee cities. Salary information was gath-

ered in five categories: (1) number of employees, (2) hours worked, (3) minimum salary, (4) maximum salary, and (5) average salary. In some instances, an employee held more than one position or a clerk/typist was also a secretary. For these cases, respondents were asked to report the salary for the position in which the employee spends more than 50 percent of his/her time.

Some positions did not apply to all cities. If the job description presented did not closely fit the job description for the employee, the respondent was asked to leave the category blank. If you aren't sure that the duties of a position listed match those of the job title in your city, ask for the job description.

Several liberties were taken when only one salary was listed. If the city listed one salary and only one employee, we assumed the salary represented the minimum, maximum, and average salary. If a city listed a minimum and an average salary, no maximum salary was inferred. If a city listed only one salary and multiple employees in the job class, only the one salary was listed whether minimum, maximum, or average. Blank spaces indicate that information was not provided.

We also can generate salary information based on population. Population statistics used in the survey were obtained from the 1989 *Directory of Tennessee Municipal Officials* as certified by the Tennessee Department of Economic and Community Development (July 1, 1989). The groupings are:

- Group 1 - populations over 100,000;
- Group 2 - populations between 15,000 and 99,999;
- Group 3 - populations between 8,000 and 14,999;
- Group 4 - populations between 4,000 and 7,999;
- Group 5 - populations between 2,000 and 3,999; and
- Group 6 - populations under 2,000.

Averages also have been calculated. You may request a salary report of geographical and statewide averages for: (1) numbers of employees, (2) hours worked, (3) minimum salary, (4) maximum salary, and (5) average salary by job title.

Benefits Information

As usual, MTAS also gathered extensive data on benefits of Tennessee municipal workers. A check mark or a number was all that was required to complete most of the benefits questions; however, space was provided for additional comments. Benefit data can be generated by tallying responses by grand division and statewide. Information about numbers of employees have been averaged and can be presented in the same manner.

Available by request is information on: work week hours, breaks, probationary periods, hours required for full benefits, longevity pay, cost-of-living increases, uniforms, moonlighting policies, health and dental insurance and deductibles, disability, holidays, vacations, sick leave, personal time, retirement, tuition reimbursement, drug testing, workers compensation, union activity, credit unions, child care assistance, deferred compensation, parking, and much, much more.

How To Get More Information

To understand the process for requesting additional salary or benefit information, you need to understand a little bit about how the survey database is constructed. This will help you understand the constraints imposed on MTAS by the software used.

The database is divided into tables, each associated with a particular section of the questionnaire cities completed and returned. There is a general table that contains statistical information about every city in the state. Included in this table is information about population, grand division, county, the contact person and telephone number, and the MTAS municipal management consultant serving the city. We can

certainly generate this report if you need it, but such information is available elsewhere in more usable formats. This table is what allows the computer to generate the rest of the tables.

Two tables are associated with the salary questionnaire. A titles table contains a listing of the benchmark positions (the listing appears on your request form). The salary table includes salary information for all positions in each of the seven job areas: (1) elective, (2) administrative, (3) professional, (4) clerical, (5) technical, (6) public safety, and (7) labor and trade.

The remaining tables are associated with the benefits portion of the questionnaire. The tables are: (1) staff information, (2) hours, (3) salary payment policies, (4) employee insurance, (5) holidays, (6) leave, (7) other leave, (8) retirement benefits, and (9) other benefits. Some information on part-time employees is also available.

Individual reports may be tailored and generated exclusively for a requesting city. This gives you more control over what information you receive and how that information is presented to you. Examples of acceptable database requests are: (1) salary data for the city manager for cities with populations between 15,000 and 25,000 in West Tennessee, or (2) all clerical salaries in population group 4, or (3) police chief salaries for Maryville, Hendersonville, Jackson, and Clarksville, or (4) cities that pay less than 75 percent of their employees' insurance premium.

Use the form provided on pages 3 and 4 to prepare your information request (s). Just clip and mail. Feel free to duplicate the form as often as necessary. There are limits on the kinds of requests MTAS can handle. (A request for all salaries in all population groups will not be honored because of the amount of time necessary to run such a request.) However, you may request as many reports as you need. All requests will be processed as they are received.

For help formulating your request, to better understand the search and printing limitations of the software, for other questions regarding the survey, or to get additional information, contact Richard L. Stokes, MTAS Municipal Personnel Consultant, 226 Capital Boulevard Building, Suite 402, Nashville, Tennessee 37219 or at (615) 256-8141.

**Request Form
for Salary Information
from 1990 MTAS Survey**

Name: _____

Title: _____

Mailing Address: _____

Elective

Mayor
Vice Mayor
Aldersperson
Judge
Utility Chairperson
Utility Member

Administrative

City Manager
Asst. City Manager
Administrative Asst.
City Recorder
City Attorney
City Clerk

Technical

Chief Mechanic
Mechanic
Building Inspector
Computer Operator
WW Plant Operator I
WW Plant Operator II
Water Plt. Operator I
Water Plt. Operator II
Lab Technician

Public Safety

Police Chief
Asst. Police Chief
Police Captain
Police Lieutenant
Police Sergeant
Detective
Police Officer
Parking Patrol
Animal Control
Dispatcher
Fire Chief
Asst. Fire Chief
Fire Captain
Fire Marshall
Fire Lieutenant
Fire Driver
Firefighter

Professional

Finance Director
Personnel Director
Purchasing Agent
Public Works Director
Utility Manager
City Engineer
City Planner
Accountant
Data Proc. Director
Senior Citizen Director
Parks Director
Center Director
Head Librarian
Risk Manager
Public Info. Officer

Clerical

Admin. Secretary
Executive Secretary
Secretary I
Clerk/Typist
Account Clerk
Bookkeeper
Receptionist
Personnel Clerk

Labor

Serviceman
Light Equipment
Heavy Equipment
Meter Reader
Building Engineer
Sanitation Super.
Sanitation Worker
Street Foreman

Circle all the positions above for which you want a report generated. Simply circle the entire category if you want reports on all those positions. Indicate below how you would like your report(s) sorted:

1. By population between _____ and _____.

2. By population group _____ (1 - 6 or All).

3. By Grand Division _____ (E, M, W, or All).

Please explain any special request here: _____

Request Form for Benefits Information from 1990 MTAS Survey

Staff Info or Hours or Both	Insurance	Salary Payment	Holidays
Total # Employees	Ind. Health Coverage	Longevity	Total # Days
Dept. Totals	% Premium	% COLA	New Year's Eve
Personnel Costs	Deductible	Uniforms	New Year's Day
Hours Worked	Amount	Allowance	Memorial Day
Fire Cycle	Max Out-Of-Pocket	Superv. Uniforms	M.L. King Birthday
Police Cycle	Pre-Certified	Paydays	Columbus Day
Shifts	Self-Insured	Second Job	Washington Birthday
Weekends	Administered By?		President's Day
Holidays	Family Coverage	Benefits	Fourth of July
Personnel Policies	% Premium	% Payroll	Labor Day
Employee Handbook	Deductible	Tuition	Good Friday
Weather	Amount	Physical Exam	Thanksgiving
Lunch	Max Out-Of-Pocket	Drug Testing	Day After Thanksgiving
Paid Breaks	Pre-Certified	Workers Comp.	Veterans Day
Probation	Elected Officials	Non-Union Rep.	Christmas Eve
	Waiting Period	Union Representation	Christmas Day
	Major Medical	Prescription Drugs	Employee's Birthday
	Maximum Paid	Moving	Other Days
Leave	Alternate Coverage	Travel Insurance	Holiday Pay
Annual/Vacation	Dental Insurance	Parking	Cash-In for Holidays
# Days Granted	Life Insurance	Savings	
Carryover	Amount	Deferred Comp.	Other Leave
Cash-In	% Premium	Bond Insurance	Jury Duty
Waiting Period	Added Coverage	Christmas Bonus	Voting
Sick Leave	Disability	Separation	Marriage
# Days Granted		EAP	Maternity
Carryover	Retirement	Credit Union	Paternity
Cash-In	Programs	Counseling	Adoption
Waiting Period	TCRS	Wellness Programs	Illness
Retirement Credit	Contrib. vs Non-Cont.	Liability Insurance	Death
Public Safety	Early Retirement	Health Center	Dental Appointment
Abuse Policy	Vesting	Mileage	Doctor Appointment
	# of Years	Food Reimbursement	Military Leave
Part-Time	Over 65 Health Ins.	Tools Allowance	Personal Business Lv.
Pd. Benefits/Prorated	% Premium	Service Awards	
Hours for Eligibility	Under 65 Health Ins.	Child care	
Eligible Full Benefits	% Premium	Mileage	

Circle all the positions above for which you want a report generated. Simply circle the entire category if you want reports on all those positions. Indicate below how you would like your report(s) sorted:

1. By population between _____ and _____.
2. By population group _____ (1 - 6 or All).
3. By Grand Division _____ (E, M, W, or All).

Please explain any special request here: _____

Job Title	Number Of Employees	Hours Worked	Minimum Salary	Maximum Salary
Accountant				
Grand Division E	1.6	39.75	13,424.77	17,428.74
Grand Division M	2.4	39.714	12,508.50	15,968.77
Grand Division W	1.4	40.	20,129.19	24,309.15
Accounting Clerk				
Grand Division E	2.3	40.238	14,605.41	18,114.06
Grand Division M	3.3	39.229	14,544.46	17,848.63
Grand Division W	3.0	39.2	13,810.21	16,269.69
Administrative Assistant				
Grand Division E	1.3	38.1	20,743.60	28,097.85
Grand Division M	19.0	39.5	23,502.02	28,683.22
Grand Division W	2.0	40.	31,372.81	40,061.10
Administrative Secretary				
Grand Division E	1.8	38.478	15,614.79	19,379.47
Grand Division M	3.1	39.737	15,745.28	19,102.28
Grand Division W	1.8	39.167	17,684.50	20,264.25
Alderman				
Grand Division E	3.7	3.75	1,530.74	1,683.29
Grand Division M	4.3	3.	1,657.45	1,657.45
Grand Division W	4.9	2.8	1,240.12	1,247.16
Animal Control Officer				
Grand Division E	1.6	37.05	13,840.52	17,306.67
Grand Division M	1.5	37.	13,089.21	15,310.89
Grand Division W	2.1	38.182	12,462.20	14,523.48
Assistant Fire Chief				
Grand Division E	1.5	42.462	23,393.96	28,813.75
Grand Division M	1.5	43.25	18,495.78	23,168.94
Grand Division W	1.2	48.25	20,882.95	22,704.45
Assistant Police Chief				
Grand Division E	1.4	40.6	24,260.79	28,296.38
Grand Division M	1.3	41.	22,941.70	26,412.65
Grand Division W	1.0	40.941	23,730.13	25,466.33
Assistant City Manager				
Grand Division E	1.1	40.	41,002.25	51,099.54
Grand Division M	1.0	40.	20,040.60	24,138.60
Grand Division W	1.0	40.	33,533.50	42,964.50
Building Engineer				
Grand Division E	3.3	37.059	13,318.34	17,031.53
Grand Division M	2.7	39.792	15,159.59	19,489.37
Grand Division W	2.7	37.091	13,527.57	16,427.88
Building Inspector				
Grand Division E	1.8	33.87	12,760.42	16,671.63
Grand Division M	1.8	35.786	16,297.24	19,833.36
Grand Division W	1.7	34.077	12,734.19	17,351.13

Job Title	Number Of Employees	Hours Worked	Minimum Salary	Maximum Salary
Bookkeeper				
Grand Division E	2.4	39.8	16,850.95	21,714.07
Grand Division M	4.7	39.167	16,452.84	18,375.84
Grand Division W	1.4	38.571	14,630.00	15,922.93
Center Director				
Grand Division E	5.5	40.	16,818.09	22,879.28
Grand Division M	3.6	39.222	17,172.44	21,134.33
Grand Division W	6.1	39.375	19,829.48	25,692.80
Chief Mechanic				
Grand Division E	1.7	40.	19,564.71	24,565.95
Grand Division M	2.2	40.389	20,155.84	22,939.89
Grand Division W	2.1	40.	19,775.47	25,214.13
City Attorney				
Grand Division E	1.0	22.15	8,525.85	10,046.64
Grand Division M	1.0	21.625	6,962.58	7,982.07
Grand Division W	1.1	11.8	7,339.31	7,565.54
City Clerk				
Grand Division E	1.1	36.036	17,621.66	18,979.64
Grand Division M	1.2	35.633	15,093.93	17,042.96
Grand Division W	1.0	31.214	13,698.58	15,660.74
City Engineer				
Grand Division E	1.1	39.8	35,824.61	50,198.90
Grand Division M	1.4	36.857	30,079.38	38,219.01
Grand Division W	1.0	40.	33,998.15	38,621.27
City Manager				
Grand Division E	1.0	38.231	40,882.19	41,108.00
Grand Division M	1.0	37.143	30,787.04	33,444.33
Grand Division W	1.0	40.5	36,863.02	37,838.02
City Planner				
Grand Division E	1.0	39.8	31,429.13	44,139.06
Grand Division M	1.4	40.	29,497.30	37,848.00
Grand Division W	1.0	40.	25,744.00	31,369.50
City Recorder				
Grand Division E	1.0	33.978	17,972.91	18,871.64
Grand Division M	1.0	37.33	17,136.68	17,996.60
Grand Division W	1.0	35.541	15,564.65	15,958.32
Clerk-Typist				
Grand Division E	3.1	36.139	11,711.33	14,406.60
Grand Division M	8.8	38.019	13,021.86	14,963.22
Grand Division W	3.7	36.136	11,316.64	13,592.12
Computer Operator				
Grand Division E	2.3	39.714	15,546.51	22,029.11
Grand Division M	2.4	36.857	15,325.71	19,809.00
Grand Division W	1.8	40.	15,116.80	19,694.95

Job Title	Number Of Employees	Hours Worked	Minimum Salary	Maximum Salary
Data Processing Director				
Grand Division E	1.0	39.75	30,357.28	42,706.62
Grand Division M	1.0	40.	37,632.00	53,388.00
Grand Division W	1.0	40.	38,966.39	40,852.39
Detective				
Grand Division E	4.1	40.132	21,124.89	26,001.51
Grand Division M	2.9	40.227	20,152.70	23,332.97
Grand Division W	2.8	40.25	20,640.48	22,905.69
Dispatcher				
Grand Division E	4.8	41.143	14,221.47	17,874.11
Grand Division M	4.9	39.75	14,218.92	17,392.28
Grand Division W	9.4	40.114	13,810.01	17,411.95
Executive Secretary				
Grand Division E	3.0	38.938	16,595.86	21,079.73
Grand Division M	2.3	39.75	17,050.78	20,830.72
Grand Division W	5.0	35.8	15,880.32	19,147.39
Finance Director				
Grand Division E	1.0	38.625	28,800.43	39,147.82
Grand Division M	1.0	36.25	30,952.92	37,427.46
Grand Division W	1.2	40.	43,511.24	51,912.64
Fire Captain				
Grand Division E	7.0	53.455	20,727.57	27,376.86
Grand Division M	7.9	49.667	18,981.63	22,760.85
Grand Division W	5.0	52.083	19,774.72	22,047.04
Fire Chief				
Grand Division E	1.0	40.087	22,457.83	27,045.50
Grand Division M	1.0	41.529	19,030.68	22,464.24
Grand Division W	1.0	42.813	19,459.07	20,910.97
Fire Driver				
Grand Division E	13.6	48.818	17,974.09	23,164.02
Grand Division M	19.1	50.364	18,438.92	23,333.62
Grand Division W	26.3	53.429	16,776.59	18,677.41
Firefighter				
Grand Division E	21.0	50.425	15,888.04	19,644.97
Grand Division M	22.7	49.846	14,329.23	16,817.13
Grand Division W	29.2	56.273	15,044.91	17,849.78
Fire Lieutenant				
Grand Division E	10.6	52.833	21,046.13	27,200.48
Grand Division M	5.5	49.	18,772.30	23,147.80
Grand Division W	21.2	52.875	21,081.97	24,001.30

Job Title	Number Of Employees	Hours Worked	Minimum Salary	Maximum Salary
Fire Marshall				
Grand Division E	1.2	43.222	24,336.20	31,995.85
Grand Division M	1.0	41.714	25,343.19	29,837.31
Grand Division W	4.5	40.	25,707.21	29,323.71
Head Librarian				
Grand Division E	1.0	30.333	15,722.31	19,953.87
Grand Division M	1.0	29.833	15,473.58	21,165.08
Grand Division W	1.0	28.	9,808.00	9,808.00
Heavy Equipment Operator				
Grand Division E	5.2	40.	16,249.09	19,933.29
Grand Division M	7.0	40.292	15,846.70	18,837.28
Grand Division W	5.1	40.444	17,749.69	20,068.15
Judge				
Grand Division E	1.1	3.2857	6,644.48	6,815.01
Grand Division M	1.2	8.7143	5,742.33	5,742.33
Grand Division W	1.0	6.7273	6,569.05	6,741.28
Laboratory Technician				
Grand Division E	1.3	39.714	17,119.87	20,774.80
Grand Division M	1.9	40.	16,468.93	19,954.50
Grand Division W	3.0	21.667	13,641.37	16,167.04
Light Equipment Operator				
Grand Division E	8.8	40.	14,848.29	17,782.29
Grand Division M	6.8	40.269	14,469.71	17,371.27
Grand Division W	5.7	40.	13,992.56	17,315.25
Mayor				
Grand Division E	1.0	16.143	4,234.83	4,325.80
Grand Division M	1.0	20.875	7,332.45	7,332.45
Grand Division W	1.0	23.563	8,151.43	8,286.55
Mechanic				
Grand Division E	3.5	38.636	15,855.46	20,548.78
Grand Division M	3.5	40.132	16,041.75	19,139.31
Grand Division W	3.7	40.	17,105.81	19,490.38
Meter Reader				
Grand Division E	2.7	40.	12,473.03	15,592.20
Grand Division M	3.4	38.696	13,279.98	15,296.66
Grand Division W	2.1	38.5	12,184.79	15,151.02
Parking Patrol				
Grand Division E	2.5	39.5	14,565.88	19,314.24
Grand Division M	1.4	29.2	10,329.40	12,885.80
Grand Division W	1.4	22.143	7,654.34	9,560.34

Job Title	Number Of Employees	Hours Worked	Minimum Salary	Maximum Salary
Parks Director				
Grand Division E	1.1	39.267	20,935.15	25,954.84
Grand Division M	1.0	38.238	23,746.35	28,590.30
Grand Division W	1.1	37.813	24,694.89	27,959.31
Personnel Clerk				
Grand Division E	1.4	39.75	17,234.90	21,615.42
Grand Division M	1.1	39.778	15,044.00	18,694.78
Grand Division W	1.2	39.2	16,519.00	22,716.80
Personnel Director				
Grand Division E	1.0	39.778	30,152.64	41,795.62
Grand Division M	1.0	39.714	30,518.63	38,329.88
Grand Division W	1.0	40.	36,977.04	40,827.04
Police Captain				
Grand Division E	3.5	40.	22,485.85	28,446.65
Grand Division M	2.9	40.737	22,511.96	26,431.95
Grand Division W	5.4	40.231	24,584.11	26,282.13
Police Chief				
Grand Division E	1.0	40.75	23,758.93	26,875.38
Grand Division M	1.0	41.113	24,102.22	26,173.49
Grand Division W	1.0	40.	22,797.12	24,290.99
Police Lieutenant				
Grand Division E	12.5	40.	20,545.60	26,594.20
Grand Division M	4.8	40.423	21,868.29	27,000.64
Grand Division W	20.4	40.	23,624.18	26,922.95
Police Officer				
Grand Division E	13.7	37.439	14,979.35	17,556.89
Grand Division M	23.0	41.088	16,145.15	18,371.59
Grand Division W	24.0	37.179	13,944.79	17,021.66
Police Sergeant				
Grand Division E	4.4	40.615	18,978.13	23,188.27
Grand Division M	5.8	39.614	18,596.36	20,624.56
Grand Division W	12.9	39.96	19,426.19	21,806.74
Public Works Director				
Grand Division E	1.0	40.296	28,952.06	35,098.50
Grand Division M	1.0	39.6	26,609.26	30,354.92
Grand Division W	1.0	40.	27,711.68	30,151.05
Public Information Officer				
Grand Division E	1.0	34.667	15,126.67	22,055.67
Grand Division M	1.0	40.	24,450.00	36,675.00

Job Title	Number Of Employees	Hours Worked	Minimum Salary	Maximum Salary
Purchasing Agent				
Grand Division E	1.0	39.833	26,926.55	36,578.67
Grand Division M	1.0	40.	24,721.00	29,546.33
Grand Division W	1.0	40.	28,452.23	32,316.83
Receptionist				
Grand Division E	1.3	40.	12,051.39	14,862.69
Grand Division M	1.1	40.	12,907.90	16,442.00
Grand Division W	1.6	38.714	11,229.31	14,462.02
Refuse Foreman				
Grand Division E	1.3	38.409	17,906.97	22,798.28
Grand Division M	1.5	38.625	17,139.32	19,159.74
Grand Division W	3.1	40.	17,840.33	21,012.44
Refuse Worker				
Grand Division E	5.1	36.771	11,977.08	13,764.24
Grand Division M	5.0	35.941	10,718.99	12,354.59
Grand Division W	16.6	39.258	11,079.38	13,750.28
Risk Manager				
Grand Division E	1.0	40.	27,612.48	37,909.33
Grand Division M	1.0	39.	32,298.50	47,528.00
Grand Division W	1.0	40.	37,616.01	42,197.35
Secretary I				
Grand Division E	4.7	39.15	13,236.11	16,844.44
Grand Division M	2.4	39.821	14,332.79	16,979.79
Grand Division W	4.7	39.385	14,060.10	15,790.95
Senior Citizen Director				
Grand Division E	1.0	33.5	14,948.85	18,903.82
Grand Division M	1.0	37.333	16,160.33	18,614.67
Grand Division W	1.0	38.571	17,704.09	19,944.82
Street Foreman				
Grand Division E	1.2	40.094	20,419.42	23,950.55
Grand Division M	1.5	39.574	18,323.50	20,294.09
Grand Division W	3.0	40.391	17,943.76	21,183.46
Utility Chairperson				
Grand Division E	1.0	2.	700.20	700.20
Grand Division M	1.0	-0-	1,100.00	1,100.00
Grand Division W	1.0	-0-	1,500.00	1,500.00
Utility Member				
Grand Division E	3.8	2.	700.20	820.20
Grand Division M	3.0	-0-	900.00	900.00
Grand Division W	3.3	-0-	1,500.00	1,500.00

Job Title	Number Of Employees	Hours Worked	Minimum Salary	Maximum Salary
Utility Manager				
Grand Division E	1.3	40.	31,197.30	33,817.60
Grand Division M	1.2	37.688	26,957.06	30,548.17
Grand Division W	1.1	38.353	25,280.54	28,817.41
Utility Worker				
Grand Division E	10.0	39.762	12,705.11	15,354.51
Grand Division M	6.2	39.762	12,217.33	14,306.10
Grand Division W	9.9	38.917	11,184.06	13,852.35
Vice Mayor				
Grand Division E	1.0	3.	1,143.16	1,143.16
Grand Division M	1.0	2.25	2,049.89	2,182.22
Grand Division W	1.0	3.2	1,158.79	1,121.79
Water Plant Operator I				
Grand Division E	2.4	40.	16,830.04	18,750.13
Grand Division M	2.7	36.625	14,289.34	16,511.19
Grand Division W	1.9	40.	18,091.16	19,918.79
Water Plant Operator II				
Grand Division E	2.3	38.182	14,322.87	18,184.07
Grand Division M	4.1	38.393	16,427.62	18,530.11
Grand Division W	1.5	39.182	16,953.54	18,090.31
Wastewater Plant Operator I				
Grand Division E	3.0	36.818	14,481.25	18,032.40
Grand Division M	4.5	36.75	16,794.77	18,865.50
Grand Division W	1.8	37.889	15,881.43	17,271.07
Wastewater Plant Operator II				
Grand Division E	2.0	40.	17,695.42	20,752.46
Grand Division M	2.6	40.	18,491.90	20,745.92
Grand Division W	2.9	40.	17,110.40	20,082.05

The Municipal Technical Advisory Service (MTAS) is a statewide agency of The University of Tennessee's Institute for Public Service. MTAS operates in cooperation with the Tennessee Municipal League in providing technical assistance services to officials of Tennessee's incorporated municipalities. Assistance is offered in areas such as accounting, administration, finance, public works, communications, ordinance codification, and waste-water management.

MTAS *Technical Bulletins* are information briefs that provide a timely review of topics of interest to Tennessee municipal officials. *Bulletins* are free to Tennessee local, state, and federal government officials and are available to others for \$2 each. Contact MTAS for a list of recent *Bulletins*.

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