

RESOLUTION 22-115

RESOLUTION TO ADOPT A SCHEDULE OF AUTHORIZED POSITIONS FOR FISCAL YEAR 2022-2023; PROVIDING FOR REPEAL OF CONFLICTING SCHEDULES; AND, PROVIDING FOR AN EFFECTIVE DATE

WHEREAS, the City of Spring Hill is committed to providing adequate and appropriate staffing levels and delivering an excellent level of services by maintaining a quality workplace for our employees; and

WHEREAS, TCA §6-4-101 requires the City Administrator to recommend specific positions required for the function and operations of the city government, and

WHEREAS, this Position Authorization is supported by the Comprehensive Budget 2022-2023, and

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF MAYOR AND ALDERMEN OF THE CITY OF SPRING HILL, TENNESSEE,

1. Effective July 1, 2022, all previous authorization commitments are rescinded.
2. The number of authorized positions and salary ranges for City employees for the 2022-2023 fiscal year shall become effective on July 1, 2022.
3. The authorized positions list attached hereto as Exhibit A and the salary schedule attached hereto as Exhibit B are approved and adopted.

Passed and adopted this 6th day of June, 2022


Jim Hagaman, Mayor

ATTEST:


April Goad, City Recorder

LEGAL FORM APPROVED:


Patrick Carter, City Attorney

Salary Grid for 2080 Employees

Grade	22 Min		22 Max		22 Min		22 Max		23 Min		23 Max		23 Min		23 Max	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
C	\$13.82	\$19.00	28,746	39,525	14.23	19.57	29,608	40,711	14.23	19.57	29,608	40,711	14.23	19.57	29,608	40,711
D	\$15.48	\$21.28	32,195	44,268	15.94	21.92	33,161	45,596	15.94	21.92	33,161	45,596	15.94	21.92	33,161	45,596
E	\$17.34	\$23.84	36,058	49,580	17.86	24.55	37,140	51,068	17.86	24.55	37,140	51,068	17.86	24.55	37,140	51,068
F	\$19.42	\$26.70	40,385	55,530	20.00	27.50	41,597	57,196	20.00	27.50	41,597	57,196	20.00	27.50	41,597	57,196
G	\$21.75	\$29.90	45,232	62,194	22.40	30.80	46,589	64,059	22.40	30.80	46,589	64,059	22.40	30.80	46,589	64,059
H	\$24.36	\$33.49	50,660	69,657	25.09	34.49	52,179	71,747	25.09	34.49	52,179	71,747	25.09	34.49	52,179	71,747
I	\$27.28	\$37.51	56,739	78,016	28.10	38.63	58,441	80,356	28.10	38.63	58,441	80,356	28.10	38.63	58,441	80,356
J	\$30.55	\$42.01	63,547	87,378	31.47	43.27	65,454	89,999	31.47	43.27	65,454	89,999	31.47	43.27	65,454	89,999
K	\$34.22	\$47.05	71,173	97,863	35.24	48.46	73,308	100,799	35.24	48.46	73,308	100,799	35.24	48.46	73,308	100,799
L	\$38.32	\$52.70	79,714	109,606	39.47	54.28	82,105	112,895	39.47	54.28	82,105	112,895	39.47	54.28	82,105	112,895
M	\$42.92	\$59.02	89,279	122,759	44.21	60.79	91,958	126,442	44.21	60.79	91,958	126,442	44.21	60.79	91,958	126,442
N	\$48.07	\$66.10	99,993	137,490	49.52	68.08	102,993	141,615	49.52	68.08	102,993	141,615	49.52	68.08	102,993	141,615
O	\$53.84	\$74.03	111,992	153,989	55.46	76.25	115,352	158,609	55.46	76.25	115,352	158,609	55.46	76.25	115,352	158,609

Salary Grid for Fire Department Employees

S Grades are for 2756 Employees and A Grades are for 2080 Employees

Proposed Grade	22 Min	22 Max	22 Min Annual	22 Max Annual	Old Grade	23 Min	23 Max	23 Min Annual	23 Max Annual
S101	12.89	17.73	29,084	39,991	E	13.28	18.26	36,596	41,191
S201	14.65	20.14	33,050	45,444	F	15.09	20.75	41,587	46,808
S221	16.41	22.56	37,016	50,898	G	16.90	23.24	46,577	52,425
S301	20.58	28.30	46,433	63,846	I	21.20	29.15	58,426	65,761
S401	28.92	39.76	65,236	89,699	K	29.78	40.95	82,085	92,390
A301	23.05	31.70	47,948	65,929	I	23.74	32.65	65,437	67,907
A301	23.05	31.70	47,948	65,929	I	23.74	32.65	65,437	67,907
A401	32.39	44.53	67,364	92,625	K	33.36	45.87	91,935	95,404
A501	36.27	49.88	75,448	103,740	L	37.36	51.37	102,967	106,853
A601	40.63	55.86	84,501	116,189	M	41.84	57.54	115,323	119,675

P1XX Grade for 2236 Employees and P200 and Up for 2080 Employees

Proposed Grade	22 Min	22 Max	22 Min Annual	22 Max Annual	Old Grade	23 Min	23 Max	23 Min Annual	23 Max Annual
P101	19.41	26.69	43,396	59,669	F	22.46	26.04	50,217	58,215
P102	21.74	29.89	48,606	66,833		24.70	28.64	55,239	64,037
P103	-	-	-	-		27.17	31.50	60,763	70,440
P102	21.74	29.89	48,606	66,833	G	25.70	29.80	57,475	66,629
P103	24.34	33.47	54,433	74,846	H	28.17	32.66	62,999	73,033
P104	24.34	33.47	54,433	74,846	H	29.89	34.65	66,839	77,485
P105	-	-	-	-		32.88	38.12	73,523	85,233
P201	34.21	47.03	71,149	97,830	K	35.67	49.04	74,191	102,013
P202	-	-	-	-		39.59	54.44	82,352	113,234
P301	38.31	52.68	79,695	109,580	L	44.74	61.52	93,058	127,955
P401	42.91	59.01	89,261	122,733	M	50.56	69.51	105,155	144,589

Position by Grade and Position Number

Pos #	Position	Adjusted Grade	Min 23 Hourly	Max 23 Hourly	Min 23 Annual	Max 23 Annual
101						
101	City Administrator					
101	City Administrator	P	76.92	76.92	160,000	160,000
102						
102	Assistant City Administrator					
102	Assistant City Administrator	O	55.46	76.25	115,352	158,609
103						
103	Chief					
103	Chief	A601	55.44	57.54	115,323	119,675
103	Chief	P401	50.56	69.51	105,155	144,589
104						
104	Director 3					
104	Director 3	N	49.52	68.08	102,993	141,615
105						
105	Director 2					
105	Director 2	M	44.21	60.79	91,958	126,442
106						
106	City Recorder					
106	City Recorder	I	28.10	38.63	58,441	80,356
111						
111	Director 1					
111	Director 1	L	39.47	54.28	82,105	112,895
123						
123	Deputy Chief					
123	Deputy Chief	A501	49.50	51.37	102,967	106,853
123	Deputy Chief	P301	44.74	61.52	93,058	127,955
141						
141	Manager					
141	Manager	I	28.10	38.63	58,441	80,356
162						
162	Superintendent					

162	Superintendent	K	35.24	48.46	73,308	100,799
171						
171	Assistant Director					
171	Assistant Director	I	28.10	38.63	58,441	80,356
172						
172	Chief Building Official					
172	Chief Building Official	K	32.44	44.45	67,485	92,455
201						
201	Civil Engineer					
201	Civil Engineer	L	39.47	54.28	82,105	112,895
202						
202	Sr Planner					
202	Sr Planner	K	32.44	44.45	67,485	92,455
203						
203	Sr Accountant					
203	Sr Accountant	I	28.10	38.63	58,441	80,356
204						
204	Finance Associate					
204	Finance Associate	I	46.83	64.39	58,441	80,356
211						
211	Associate Engineer					
211	Associate Engineer	K	36.34	49.78	75,583	103,550
212						
212	Associate Planner					
212	Associate Planner	I	28.10	38.63	58,441	80,356
245						
245	Fire Marshal					
245	Fire Marshal	A401	44.20	45.87	91,935	95,404
246						
246	Asst Fire Marshal					
246	Asst Fire Marshal	A301	23.74	24.64	65,437	67,907
251						
251	Specialist 2					
251	Specialist 2	J	31.47	43.27	65,454	89,999

253							
253	Lieutenant	P201	33.18	49.04	74,191	102,013	
253	Lieutenant						
255							
255	Specialist 1	I	28.10	38.63	58,441	80,356	
255	Specialist 1						
256							
256	Data Analyst	H	25.09	34.49	52,179	71,747	
256	Data Analyst						
311							
311	Technician 2	G	22.40	30.80	46,589	64,059	
311	Technician 2						
321							
321	Technician 1	F	20.00	27.50	41,597	57,196	
321	Technician 1						
332							
332	Inspector	G	22.40	30.80	46,589	64,059	
332	Inspector						
333							
333	Codes Enforcement Officer	F	20.00	27.50	41,597	57,196	
333	Codes Enforcement Offi						
412							
412	Police Sgt	P104	29.89	34.65	66,839	77,485	
412	Police Sgt						
422							
422	Police Detective	P102	25.70	29.80	57,475	66,629	
422	Police Detective						
431							
431	Police Officer 3	P103	27.17	31.50	60,763	70,440	
431	Police Officer 3						
434							
434	Police Officer	P101	22.46	26.04	50,217	58,215	
434	Police Officer						
441							

611	Account Clerk 2							
611	Account Clerk 2	G	22.40	30.80	46,589	64,059		
621								
621	Administrative Assistant 2							
621	Administrative Assistant	F	18.41	25.22	38,292	52,462		
622								
622	Account Clerk 1							
622	Account Clerk 1	E	16.61	25.05	23,218	51,068		
631								
631	Administrative Assistant 1							
631	Administrative Assistant	E	17.86	24.55	37,140	51,068		
633								
633	Receptionist							
633	Receptionist	E	17.86	24.55	37,140	51,068		
699								
699	Intern							
699	Intern	B	0.00					
711								
711	Field Technician 1							
711	Field Technician 1	F	20.00	27.50	41,597	57,196		
711	Field Technician 2							
711	Field Technician 2	G	22.40	30.80	46,589	64,059		
721								
721	Mechanic 2							
721	Mechanic 2	H	25.09	34.49	52,179	71,747		
722								
722	Mechanic 1							
722	Mechanic 1	G	22.40	30.80	46,589	64,059		
801								
801	Assistant Superintendent							
801	Assistant Superintendent	J	31.47	43.27	65,454	89,999		
811								
811	Supervisor							
811	Supervisor	I	28.10	38.63	58,441	80,356		

821								
821	Crew Chief	H	25.09	34.49	52,179	71,747		
821	Crew Chief							
831								
831	Operator 3	H	25.09	34.49	52,179	71,747		
831	Operator 3							
832								
832	Operator 1	F	20.00	27.50	41,597	57,196		
832	Operator 1							
832	Operator 2	G	22.40	30.80	46,589	64,059		
832	Operator 2							
833								
833	Operator 1	F	20.00	27.50	41,597	57,196		
833	Operator 1							
841								
841	Maintenance Worker 3	F	20.00	27.50	41,597	57,196		
841	Maintenance Worker 3							
842								
842	Maintenance Worker 2	E	17.86	24.55	37,140	51,068		
842	Maintenance Worker 2							
843								
843	Maintenance Worker 1	D	15.94	21.92	14,920	45,596		
843	Maintenance Worker 1							
843	Maintenance Worker 2	E	14.68	24.55	30,526	51,068		
843	Maintenance Worker 2							
855								
855	Custodian	D	15.94	21.92	33,161	45,596		
855	Custodian							
857								
857	Groundskeeper	D	15.94	21.92	16,581	22,798		
857	Groundskeeper							

Authorized Positions by Department

Dept Code	Department	Pos #	Adjusted Grade	Position	Count of Name
41320	Administration	101	P	City Administrator	1
		102	O	Assistant City Administrator	1
		105	M	Director 2	1
		111	L	Director 1	1
		255	I	Specialist 1	2
		521	J	Project Manager	1
		602	G	Executive Assistant	1
		699			4
		711	G	Field Technician 2	1
		104	N	Director 3	1
41500	Finance	106	I	City Recorder	1
		203	I	Sr Accountant	1
		601	G	Bookkeeper	1
		611	G	Account Clerk 2	4
		633	E	Receptionist	1
		699			1
		251	J	Specialist 2	1
		255	I	Specialist 1	2
		256	H	Data Analyst	1
		105	M	Director 2	1
41641	IT	255	I	Specialist 1	1
		256	H	Data Analyst	1
		105	M	Director 2	1
		255	I	Specialist 1	1
		105	M	Director 2	1
		255	I	Specialist 1	1
		311	G	Technician 2	1
		201	L	Civil Engineer	1
		211	K	Associate Engineer	1
		332	G	Inspector	5
41642	GIS	105	M	Director 2	1
		255	I	Specialist 1	1
		311	G	Technician 2	1
		201	L	Civil Engineer	1
		211	K	Associate Engineer	1
		332	G	Inspector	5
		105	M	Director 2	1
		202	K	Sr Planner	1
		212	I	Associate Planner	2
		321	F	Technician 1	1
41650	Human Resources	105	M	Director 2	1
		255	I	Specialist 1	1
		311	G	Technician 2	1
		201	L	Civil Engineer	1
		211	K	Associate Engineer	1
		332	G	Inspector	5
		105	M	Director 2	1
		202	K	Sr Planner	1
		212	I	Associate Planner	2
		321	F	Technician 1	1
41670	Engineering	105	M	Director 2	1
		255	I	Specialist 1	1
		311	G	Technician 2	1
		201	L	Civil Engineer	1
		211	K	Associate Engineer	1
		332	G	Inspector	5
		105	M	Director 2	1
		202	K	Sr Planner	1
		212	I	Associate Planner	2
		321	F	Technician 1	1
41710	Development	105	M	Director 2	1
		255	I	Specialist 1	1
		311	G	Technician 2	1
		201	L	Civil Engineer	1
		211	K	Associate Engineer	1
		332	G	Inspector	5
		105	M	Director 2	1
		202	K	Sr Planner	1
		212	I	Associate Planner	2
		321	F	Technician 1	1

Dept Code	Department	Pos #	Adjusted Grade	Position	Count of Name
41710	Development	521	J	Project Manager	1
		631	E	Administrative Assistant 1	1
41720	Building & Codes	172	K	Chief Building Official	1
		332	G	Inspector	3
		333	F	Codes Enforcement Officer	2
		631	E	Administrative Assistant 1	2
41800	Facilities	162	K	Superintendent	1
		842	E	Maintenance Worker 2	1
		855	D	Custodian	2
42100	Police	103	P401	Chief	1
		123	P301	Deputy Chief	2
		253	P201	Lieutenant	5
		311	G	Technician 2	1
		321	F	Technician 1	1
		412	P104	Police Sgt	14
		422	P102	Police Detective	7
		431	P103	Police Officer 3	2
		434	P101	Police Officer	43
		621	F	Administrative Assistant 2	1
		622	E	Account Clerk 1	2
42200	Fire	103	A601	Chief	1
		123	A501	Deputy Chief	1
		245	A401	Fire Marshall	1
		246	A301	Asst Fire Marshal	1
		441	S401	Battalion Chief	3
		442	A401	Assistant Chief	1
		443	S301	Fire Captain	13
			A301	Fire Captain	1
		451	S221	Fire Engineer	15
		462	S201	Firefighter	27
42425	Stormwater	162	K	Superintendent	1
		332	G	Inspector	1
		821	H	Crew Chief	1

Dept Code	Department	Pos #	Adjusted Grade	Position	Count of Name
42425	Stormwater	831	H	Operator 3	1
		841	F	Maintenance Worker 3	1
		843	D	Maintenance Worker 1	1
43100	Streets	162	K	Superintendent	1
		332	G	Inspector	1
		631	E	Administrative Assistant 1	1
		821	H	Crew Chief	5
		832	G	Operator 2	2
		833	F	Operator 1	1
		842	E	Maintenance Worker 2	8
43110	Streets	843	D	Maintenance Worker 1	2
		105	M	Director 2	2
		211	K	Associate Engineer	1
43170	Streets	631	E	Administrative Assistant 1	1
		162	K	Superintendent	1
		721	H	Mechanic 2	1
		722	G	Mechanic 1	1
43200	Sanitation	821	H	Crew Chief	1
		832	G	Operator 2	3
44400	Recreation	842	E	Maintenance Worker 2	2
		162	K	Superintendent	1
44700	Parks	811	I	Supervisor	1
		111	L	Director 1	1
		531	E	Recreation Assistant	4
		842	E	Maintenance Worker 2	2
44800	Library	857	D	Groundskeeper	4
		111	L	Director 1	1
		171	I	Assistant Director	1
		541	H	Library Tech 2	6
		542	E	Library Tech 1	6
52100	Utilities	711	F	Field Technician 1	1
	Water Distribution	162	K	Superintendent	1
		711	G	Field Technician 2	2

Dept Code	Department	Pos #	Adjusted Grade	Position	Count of Name
52100	Water Distribution	811	I	Supervisor	2
		832	F	Operator 1	1
		841	F	Maintenance Worker 3	2
		842	E	Maintenance Worker 2	1
		843	E	Maintenance Worker 2	2
			D	Maintenance Worker 1	1
52110	Water Treatment Plant	162	K	Superintendent	1
		311	G	Technician 2	1
		722	G	Mechanic 1	1
		801	J	Assistant Superintendent	1
		831	H	Operator 3	1
		832	F	Operator 1	3
52200	Wastewater Plant	162	K	Superintendent	1
		722	G	Mechanic 1	1
		811	I	Supervisor	1
		831	H	Operator 3	1
		832	F	Operator 1	1
		833	F	Operator 1	1
52211	Sewer Collection System	842	E	Maintenance Worker 2	1
		162	K	Superintendent	1
		801	J	Assistant Superintendent	1
		821	H	Crew Chief	1
		842	E	Maintenance Worker 2	4
		843	D	Maintenance Worker 1	3
52316	Gen Fund Support Services	141	I	Manager	1
		204	I	Finance Associate	1
		622	E	Account Clerk 1	3
		102	O	Assistant City Administrator	1
		105	M	Director 2	1
		255	I	Specialist 1	1
52317	Utility Management				
Grand Total					314