

## ORDINANCE

AN ORDINANCE OF THE COUNCIL OF THE CITY OF KNOXVILLE TO AMEND CHAPTER 2, ARTICLE III, DIVISION 2, SECTION 2-450, 2-455, 2-458, AND 2-459 OF THE KNOXVILLE CITY CODE TO ADJUST THE CLASSIFICATION AND COMPENSATION PLANS.

ORDINANCE NO: \_\_\_\_\_

Human Resources

REQUESTED BY: Department

PREPARED BY: Law Department

APPROVED ON 1<sup>ST</sup>

READING: \_\_\_\_\_

APPROVED ON 2<sup>ND</sup>

READING: \_\_\_\_\_

APPROVED AS AN EMERGENCY

MEASURE: \_\_\_\_\_

MINUTE BOOK: \_\_\_\_\_ PAGE \_\_\_\_\_

**WHEREAS**, Sections 2-392(6), 2-446(a), and 2-447(a) of the Knoxville City Code authorize the Director of Human Resources to administer the City's classification and compensation plans; and

**WHEREAS**, the Director of Human Resources has submitted certain proposed routine annual updates to the classification and compensation plans to the Mayor; and

**WHEREAS**, the Mayor has recommended these proposed changes to the Council; and

**WHEREAS**, the Council has reviewed these recommendations and does now approve and adopt the adjustments to the classification and compensation plans as more particularly set forth hereinafter.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF KNOXVILLE:**

**SECTION 1:** Chapter 2, Article III, Division 2, Section 2-450(a) of the Knoxville City Code is amended by deleting from the table the midpoint column in its entirety.

**SECTION 2:** Chapter 2, Article III, Division 2, Section 2-450(a) of the Knoxville City Code is further amended by deleting from the table the minimum and maximum salary amounts in their entirety and substituting instead the minimum and maximum salary amounts set forth in the attached Schedule A that correspond to the respective Pay Grade assigned to each Job Code.

**SECTION 3:** Chapter 2, Article III, Division 2, Section 2-450(a) of the Knoxville City Code is further amended by inserting the following as new, appropriately ordered rows:

Job Code	Class Title	Pay Grade	Minimum	Maximum
4050	Groundskeeper	304	\$34,519.68	\$55,231.50
2155	Civil Service Technician	305	\$36,245.67	\$57,993.07
2156	Civil Service Technician, Senior	306	\$38,057.95	\$60,892.73
1079	NCIC Operator, Senior	307	\$39,960.85	\$63,937.36
3061	Revenue Technician II	309	\$44,056.83	\$70,490.94
3062	Revenue Technician III	310	\$46,259.68	\$74,015.49
9097	Police Personnel Specialist	310	\$46,259.68	\$74,015.49
7138	Outreach Coordinator	311	\$48,572.66	\$77,716.26
4039	Urban Forestry Specialist	311	\$48,572.66	\$77,716.26
5147	Leave Coordinator	312	\$51,001.30	\$81,602.07
2182	Codes Enforcement Coordinator	313	\$53,551.35	\$85,682.17
4051	Landscape Reviewer and Inspector	313	\$53,551.35	\$85,682.17
2157	Civil Service Analyst	314	\$56,228.93	\$89,966.29
2128	Human Resources Data Analyst	314	\$56,228.93	\$89,966.29
5074	Sign and Marketing Coordinator	314	\$56,228.93	\$89,966.29
5079	Stormwater Engineering Technician Project Manager	314	\$56,228.93	\$89,966.29
2158	Civil Service Analyst, Senior	316	\$61,992.39	\$99,187.83
9061	Crime Scene Supervisor	316	\$61,992.39	\$99,187.83
2130	Human Resources Business Partner	316	\$61,992.39	\$99,187.83
5148	Risk Coordinator	316	\$61,992.39	\$99,187.83
2131	Human Resources Business Partner, Senior	318	\$68,346.62	\$109,354.59
2132	Human Resources Manager	321	\$79,119.75	\$126,591.60
9096	Police Curriculum Administrator	321	\$79,119.75	\$126,591.60

**SECTION 4:** Chapter 2, Article III, Division 2, Section 2-450(a) of the Knoxville City Code is further amended by deleting the rows that begin with the following Job Codes in their entirety and substituting instead the following appropriately ordered rows:

<b>Job Code</b>	<b>Class Title</b>	<b>Minimum</b>	<b>Maximum</b>
2027	Workforce Development Coordinator	\$56,228.93	\$89,966.29
5155	Health and Safety Coordinator	\$59,040.37	\$94,464.60

**SECTION 5:** Chapter 2, Article III, Division 2, Section 2-450(a) of the Knoxville City Code is further amended by reallocating 121 general government job classifications, effective July 1, 2025, to list minimum and maximum salaries identified in Schedule A that correspond to the Proposed Pay Grade listed below:

<b>Job Code</b>	<b>Class Title</b>	<b>Current Pay Grade</b>	<b>Proposed Pay Grade</b>
7052	Public Service Worker I	303	305
1002	Customer Service Representative	304	306
7095	Parts and Service Clerk I	304	306
7053	Public Service Worker II	304	305
7102	Apprentice Mechanic	305	306
4100	Assistant Recreation Specialist	305	307
1006	Customer Service Representative, Senior	305	307
7025	Equipment Operator I	305	307
6021	Hazardous Waste Technician	305	307
4049	Horticulture Services Worker	305	306
7096	Parts and Service Clerk II	305	307
7049	Public Service Construction Worker	305	307
7086	Service Writer	305	307
7050	Trades Craftsworker	305	307
4038	Urban Forestry Service Worker	305	307
7029	Waste Facilities Assistant/Scale Operator	305	307
7026	Equipment Operator II	306	309

7033	Equipment Operator II - Backhoe	306	309
7040	Equipment Operator II - Boom Mower	306	309
7034	Equipment Operator II - Concrete Truck	306	309
7028	Equipment Operator II - Demo Specialist	306	309
7035	Equipment Operator II - Ditching Machine	306	309
7128	Equipment Operator II - Forestry Machine	306	309
7123	Equipment Operator II - Front Loader Hi-Lift	306	309
7036	Equipment Operator II - Garbage Truck	306	309
7037	Equipment Operator II - Grade-All	306	309
7124	Equipment Operator II - Knuckleboom	306	309
7007	Equipment Operator II - Mini Excavator	306	309
7039	Equipment Operator II - Multipurpose Sweeper	306	309
7009	Equipment Operator II - Paving Machine	306	309
7126	Equipment Operator II - Pothole Patcher	306	309
7125	Equipment Operator II - Right of Way Mower	306	309
7038	Equipment Operator II - Road Grader	306	309
7127	Equipment Operator II - Roll-Back Dump Truck	306	309
7041	Equipment Operator II - Sewer Truck	306	309
7129	Equipment Operator II - Slope Master	306	309
7130	Equipment Operator II - Sweeper	306	309
7131	Equipment Operator II - Tandem Dump Truck	306	309
7121	Equipment Operator II - Triple Flail Mower	306	309
6022	Hazardous Waste Technician, Senior	306	308
3013	Municipal Court Deputy Clerk I	306	308
7097	Parts and Service Clerk III	306	308
7045	Public Service Crew Leader	306	309
3066	Revenue Technician	306	307
7062	Trades Craftsworker, Senior	306	308
9044	Transportation Officer	306	309
7087	Automotive Technician I	307	309
7027	Equipment Operator III	307	310
7122	Equipment Operator III - Construction	307	310
7134	Equipment Operator III - General Services	307	310
7132	Equipment Operator III - Horticulture	307	310
7006	Equipment Operator III - Transfer Station	307	310
3012	Municipal Court Deputy Clerk II	307	309

4010	Recreation Specialist	307	309
3063	Revenue Specialist	307	312
9043	Transportation Officer, Senior	307	310
4048	Tree Service Technician	307	310
5600	Audio Video Technician	308	310
7044	Bucket Truck Operator	308	311
7105	Fire Apparatus Service Clerk	308	309
3011	Municipal Court Deputy Clerk III	308	310
4012	Recreation Specialist, Senior	308	310
7023	Semi-Truck Driver	308	311
7051	Skilled Trades Craftsworker	308	310
7043	Track Hoe Operator	308	311
2005	Administrative Assistant	309	310
2000	Administrative Specialist	309	310
2023	Administrative Technician	309	310
5601	Audio Video Technician, Senior	309	311
7088	Automotive Technician II	309	310
9036	Crime Scene Technician	309	311
7047	HVAC Technician	309	311
7032	Public Service Maintenance Coordinator	309	311
7063	Skilled Trades Craftsworker, Senior	309	311
7145	Stores System Manager	309	310
7024	Waste and Resources Coordinator	309	310
4047	Arborist	310	313
2181	Codes Enforcement Officer	310	311
9086	Crime Scene Technician I	310	312
7091	Equipment Technician I	310	311
1057	Municipal Court Clerk	310	312
7020	Public Service Foreman I	310	312
9087	Crime Scene Technician II	311	313
7092	Equipment Technician II	311	312
7104	Licensed Electrician	311	313
7135	Public Service Area Foreman	311	313
7031	Public Service Construction Foreman	311	313
7021	Public Service Foreman II	311	313
7136	Public Service Horticulture Foreman	311	313

7090	Automotive Technician Leader	312	314
2180	Codes Enforcement Officer, Senior	312	313
9093	Emergency Management Operations Officer	312	315
7093	Equipment Master Technician	312	313
7162	Facilities Services Assistant Manager	312	314
7099	Fire Apparatus Technician I	312	313
7071	Garage Service Coordinator	312	313
7030	Master Equipment Operator	312	313
4081	Recreation Supervisor	312	313
6076	Senior Zoning/Codes Enforcement Officer	312	313
9008	Crime Scene Technician III	313	314
7100	Fire Apparatus Technician II	313	314
6016	Waste Facility Foreman	313	314
7101	Fire Apparatus Master Technician	314	315
7018	Public Service Area Manager I	314	316
7161	Facilities Services Manager	315	318
7103	Fire Apparatus Technician Leader	315	316
7098	Garage Supervisor	315	317
4045	Horticulture Services Manager	315	318
7019	Public Service Area Manager II	315	318
2020	Public Service Planning and Safety Manager	315	318
6017	Waste and Resources Manager	315	320
6015	Waste Facility Manager	315	318
2210	Codes Enforcement Section Manager	316	318
7175	Fleet Administrative Manager	316	318
4075	Parks and Recreation Maintenance Superintendent	316	317
7137	Public Service Area Operations Manager	316	318
7120	Public Service Construction Manager	316	318
4074	Recreation Superintendent	316	317
4037	Urban Forester	316	320
7075	Vehicle Shop Manager	318	320
7070	Fleet Operations Manager	320	321

**SECTION 6:** Chapter 2, Article III, Division 2, Section 2-450(a) of the Knoxville City Code is further amended by retitling 10 general government job classifications, effective July 1, 2025, as

follows:

<b>Job Code</b>	<b>Class Title</b>	<b>Proposed Class Title</b>
6025	Development Services Technician	Development Services Technician I
2040	Fire Planning and Operations Manager	Fire Administration and Business Manager
2028	Human Resources Specialist	Human Resources Associate
5064	Master Signal Repair Technician	Signal and Lighting Technician III
3002	Recreation Intern	Recreation Intern I
3066	Revenue Technician	Revenue Technician I
5042	Signal Installer, Senior	Signal and Lighting Technician I
5039	Signal Repair Technician, Senior	Signal and Lighting Technician II
6023	Technology Support Liaison I	Development Services Technician II
6024	Technology Support Liaison II	Development Services Technician III

**SECTION 7:** Chapter 2, Article III, Division 2, Section 2-450(a) of the Knoxville City Code is further amended by deleting the rows that begin with Job Codes 6030, 6084, and 6081 in their entirety.

**SECTION 8:** Chapter 2, Article III, Division 2, Section 2-450(b) of the Knoxville City Code is amended by inserting the following as new, appropriately ordered rows:

<b>Job Code</b>	<b>Class Title</b>	<b>Pay Rate</b>	<b>Pay Basis</b>
4023	Bus Driver	\$10 - \$14	per hour
4024	Lifeguard	\$12 - \$15	per hour

**SECTION 9:** Chapter 2, Article III, Division 2, Section 2-455(1) of the Knoxville City Code is amended by deleting the language “minimum, midpoint, and maximum” and substituting instead the language “minimum and maximum”.

**SECTION 10:** Chapter 2, Article III, Division 2, Section 2-458(b) of the Knoxville City Code is amended by deleting the table in its entirety and substituting instead the table set forth in the attached Schedule B, which is incorporated herein.

**SECTION 11:** Chapter 2, Article III, Division 2, Section 2-459(b) of the Knoxville City Code is amended by deleting the table in its entirety and substituting instead the table set forth in the attached Schedule C, which is incorporated herein.

**SECTION 12:** If any ordinance, administrative rule, or Civil Service Merit Board rule is inconsistent with this ordinance, the latter shall prevail, and the former shall, to the extent of the inconsistency, be invalid.

**SECTION 13:** If any section or provision of this ordinance is held invalid, such invalidity shall not affect other sections or provisions of this ordinance.

**SECTION 14:** This ordinance shall take effect July 1, 2025, the welfare of the City requiring it.

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Presiding Officer of the Council

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Recorder