

Town of Smyrna Personnel Classification & Compensation Plan

Revised June 2026

Pay Grade	Title	Min	Mid	Max	FLSA	CORE Pay Grade
6	CART ATTENDANT	\$ 33,472.13	\$ 42,074.58	\$ 50,677.04	N	6
6	SNACK BAR ATTENDANT	\$ 33,472.13	\$ 42,074.58	\$ 50,677.04	N	6
6	BANQUET WAIT STAFF	\$ 33,472.13	\$ 42,074.58	\$ 50,677.04	N	6
6	KITCHEN STEWARD	\$ 33,472.13	\$ 42,074.58	\$ 50,677.04	N	6
6	OUTDOOR RECREATION ASSISTANT	\$ 33,472.13	\$ 42,074.58	\$ 50,677.04	N	6
7	ASSISTANT BANQUET CAPTAIN	\$ 36,272.69	\$ 45,594.89	\$ 54,917.10	N	7
7	COOK	\$ 36,272.69	\$ 45,594.89	\$ 54,917.10	N	7
7	GOLF SHOP ATTENDANT	\$ 36,272.69	\$ 45,594.89	\$ 54,917.10	N	7
7	HEAD CART ATTENDANT	\$ 36,272.69	\$ 45,594.89	\$ 54,917.10	N	7
7	PARKS LABORER	\$ 36,272.69	\$ 45,594.89	\$ 54,917.10	N	7
8	CUSTODIAN	\$ 39,307.69	\$ 49,409.90	\$ 59,512.11	N	8
8	OUTDOOR ADVENTURE CENTER ASSOCIATE	\$ 39,307.69	\$ 49,409.90	\$ 59,512.11	N	8
8	RECEPTIONIST	\$ 39,307.69	\$ 49,409.90	\$ 59,512.11	N	8
8	SNACK BAR MANAGER	\$ 39,307.69	\$ 49,409.91	\$ 59,512.12	N	8
9	ASSISTANT PROGRAM AND AQUATICS COORDINATOR	\$ 42,595.07	\$ 53,542.15	\$ 64,489.23	N	9
9	ATHLETIC AND EVENT REPRESENTATIVE	\$ 42,595.07	\$ 53,542.15	\$ 64,489.23	N	9
9	CEMETERY CARETAKER	\$ 42,595.07	\$ 53,542.15	\$ 64,489.23	N	9
9	CUSTOMER SERVICE REPRESENTATIVE	\$ 42,595.07	\$ 53,542.15	\$ 64,489.23	N	9
9	GROUNDSCKEEPER	\$ 42,595.07	\$ 53,542.15	\$ 64,489.23	N	9
9	UTILITY WORKER	\$ 42,595.07	\$ 53,542.15	\$ 64,489.23	N	9
9	BANQUET CAPTAIN	\$ 42,595.07	\$ 53,542.15	\$ 64,489.23	N	9
10	GAS TECHNICIAN I	\$ 46,157.91	\$ 58,020.65	\$ 69,883.39	N	10
10	LEAD GROUNDSCKEEPER	\$ 46,157.91	\$ 58,020.65	\$ 69,883.39	N	10
10	LEAD GROUNDSCKEEPER - GOLF	\$ 46,157.91	\$ 58,020.65	\$ 69,883.39	N	10
10	LIGHT EQUIPMENT OPERATOR	\$ 46,157.91	\$ 58,020.65	\$ 69,883.39	N	10
10	MAINTENANCE TECHNICIAN - BGM	\$ 46,157.91	\$ 58,020.65	\$ 69,883.39	N	10
10	PROGRAM SPECIALIST	\$ 46,157.91	\$ 58,020.65	\$ 69,883.39	N	10
10	RECORDS CLERK	\$ 46,157.91	\$ 58,020.65	\$ 69,883.39	N	10
10	UTILITY FIELD REPRESENTATIVE	\$ 46,157.91	\$ 58,020.65	\$ 69,883.39	N	10
10	WATER/SEWER TECHNICIAN I	\$ 46,157.91	\$ 58,020.65	\$ 69,883.39	N	10
11	ACCOUNTING CLERK	\$ 50,019.24	\$ 62,874.35	\$ 75,729.46	N	11
11	ADMINISTRATIVE ASSISTANT	\$ 50,019.24	\$ 62,874.35	\$ 75,729.46	N	11
11	ATHLETIC EVENT COORDINATOR	\$ 50,019.24	\$ 62,874.35	\$ 75,729.46	N	11
11	DEPUTY COURT CLERK	\$ 50,019.24	\$ 62,874.35	\$ 75,729.46	N	11
11	INVENTORY SPECIALIST	\$ 50,019.24	\$ 62,874.35	\$ 75,729.46	N	11
11	LANDSCAPE LEADER	\$ 50,019.24	\$ 62,874.35	\$ 75,729.46	N	11
11	MAINTENANCE TECHNICIAN - PARKS	\$ 50,019.24	\$ 62,874.35	\$ 75,729.46	N	11
11	PROBATION OFFICER	\$ 50,019.24	\$ 62,874.35	\$ 75,729.46	N	11
11	SITE SUPERVISOR - PARKS	\$ 50,019.24	\$ 62,874.35	\$ 75,729.46	N	11
11	SOAC OUTDOOR RECREATION AND PROGRAM COORDINATOR	\$ 50,019.24	\$ 62,874.35	\$ 75,729.46	N	11
11	TRAFFIC SIGN TECHNICIAN	\$ 50,019.24	\$ 62,874.35	\$ 75,729.46	N	11
11	UTILITIES BILLING CLERK	\$ 50,019.24	\$ 62,874.35	\$ 75,729.46	N	11
11	VEHICLE MECHANIC	\$ 50,019.24	\$ 62,874.35	\$ 75,729.46	N	11
11	WATER / SEWER TECHNICIAN II	\$ 50,019.24	\$ 62,874.35	\$ 75,729.46	N	11
12	AQUATIC AND PROGRAM COORDINATOR	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	ASSISTANT GOLF SUPERINTENDENT	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	BUILDING INSPECTOR TRAINEE	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	CODES INSPECTOR	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	CROSS CONNECTION TECHNICIAN	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	ELECTRICAL INSPECTOR TRAINEE	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	EVENT COORDINATOR	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	GAS TECHNICIAN II	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12

12	WELLNESS SPECIALIST	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	HEAVY EQUIPMENT OPERATOR	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	HUMAN RESOURCES SPECIALIST	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	MAINTENANCE TECHNICIAN - WTP	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	MAINTENANCE TECHNICIAN - WWTP	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	MAINTENANCE TECHNICIAN II - BGM	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	MEASUREMENT TECHNICIAN I	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	SENIOR DEPUTY COURT CLERK	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	UTILITY LOCATOR	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	WATER/SEWER LEAK TECHNICIAN I	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	WTP OPERATOR III	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
12	WWTP OPERATOR III	\$ 54,203.42	\$ 68,133.88	\$ 82,064.34	N	12
13	ASSISTANT GOLF PROFESSIONAL	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	BUILDING INSPECTOR	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	CONSTRUCTION INSPECTOR	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	ELECTRICAL INSPECTOR	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	GIS TECHNICIAN	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	HEAVY EQUIPMENT MECHANIC	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	IT TECHNICIAN	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	JUDICIAL ASSISTANT	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	LAB TECHNICIAN	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	MAINTENANCE TECHNICIAN II - PARKS	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	MAINTENANCE TECHNICIAN II - WWTP	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	MEASUREMENT TECHNICIAN II	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	OFFICE COORDINATOR	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	OFFICE COORDINATOR CODES	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	OFFICE COORDINATOR E	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	OFFICE COORDINATOR - PD	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	PROGRAM SPECIALIST COORDINATOR	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	PURCHASING SPECIALIST	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	STORMWATER INSPECTOR	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	SOUS CHEF	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	E	13
13	TRAFFIC TECHNICIAN	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
13	WATER SEWER LEAK TECHNICIAN II	\$ 58,737.34	\$ 73,833.04	\$ 88,928.74	N	13
14	ACCOUNTANT	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	N	14
14	BENEFITS COORDINATOR	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	N	14
14	CHIEF DEPUTY COURT CLERK	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	N	14
14	LEAD CODES INSPECTOR	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	N	14
14	CROSS CONNECTION COORDINATOR	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	N	14
14	EXECUTIVE ASSISTANT	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	E	14
14	FIELD SERVICES COORDINATOR	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	N	14
14	IT TECHNICIAN II	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	N	14
14	MAINTENANCE TECHNICIAN II - WTP	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	N	14
14	OUTDOOR ADVENTURE CENTER MANAGER	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	E	14
14	PARA-LEGAL	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	E	14
14	SEWER CREW LEADER	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	N	14
14	SUPERVISOR BUILDING AND GROUNDS	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	E	14
14	TRAFFIC OPERATOR	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	E	14
14	WATER CREW LEADER	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	N	14
14	WTP OPERATOR IV	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	N	14
14	WWTP OPERATOR IV	\$ 63,650.48	\$ 80,008.87	\$ 96,367.26	N	14
15	CHIEF PROBATION OFFICER	\$ 68,974.87	\$ 86,701.64	\$ 104,428.42	N	15
15	COMMERCIAL INSPECTOR	\$ 68,974.87	\$ 86,701.64	\$ 104,428.42	N	15
15	COURT ADMINISTRATOR	\$ 68,974.87	\$ 86,701.64	\$ 104,428.42	N	15
15	CUSTOMER SERVICE SUPERVISOR	\$ 68,974.87	\$ 86,701.64	\$ 104,428.42	N	15

15	GAS CREW LEADER	\$ 68,974.87	\$ 86,701.64	\$ 104,428.42	N	15
15	GIS ADMINISTRATOR	\$ 68,974.87	\$ 86,701.64	\$ 104,428.42	N	15
15	HEAD CHEF	\$ 68,974.87	\$ 86,701.64	\$ 104,428.42	N	15
15	HUMAN RESOURCES GENERALIST	\$ 68,974.87	\$ 86,701.64	\$ 104,428.42	E	15
15	LAB ANALYST	\$ 68,974.87	\$ 86,701.64	\$ 104,428.42	N	15
15	MAINTENANCE SUPERVISOR	\$ 68,974.87	\$ 86,701.64	\$ 104,428.42	N	15
15	PLANNER	\$ 68,974.87	\$ 86,701.64	\$ 104,428.42	N	15
15	STREETS SUPERVISOR	\$ 68,974.87	\$ 86,701.64	\$ 104,428.42	N	15
15	WELLNESS COORDINATOR	\$ 68,974.87	\$ 86,701.64	\$ 104,428.42	N	15
15	WTP LEAD OPERATOR	\$ 68,974.87	\$ 86,701.64	\$ 104,428.42	N	15
15	WWTP LEAD OPERATOR	\$ 68,974.87	\$ 86,701.64	\$ 104,428.42	N	15
16	COUNSELOR	\$ 74,745.08	\$ 93,954.83	\$ 113,164.57	N	16
16	GAS SUPERVISOR	\$ 74,745.08	\$ 93,954.83	\$ 113,164.57	N	16
16	GRANTS COORDINATOR	\$ 74,745.08	\$ 93,954.83	\$ 113,164.57	N	16
16	LAB SUPERVISOR	\$ 74,745.08	\$ 93,954.83	\$ 113,164.57	N	16
16	MULTIMEDIA SERVICES COORDINATOR	\$ 74,745.08	\$ 93,954.83	\$ 113,164.57	E	16
16	RECREATION PROGRAMS MANAGER	\$ 74,745.08	\$ 93,954.83	\$ 113,164.57	E	16
16	SAFETY COORDINATOR	\$ 74,745.08	\$ 93,954.83	\$ 113,164.57	E	16
16	WATER/SEWER SUPERVISOR	\$ 74,745.08	\$ 93,954.83	\$ 113,164.57	N	16
16	WTP MAINTENANCE SUPERVISOR	\$ 74,745.08	\$ 93,954.83	\$ 113,164.57	N	16
16	WWTP MAINTENANCE SUPERVISOR	\$ 74,745.08	\$ 93,954.83	\$ 113,164.57	N	16
17	ASSISTANT MANAGER WATER TREATMENT PLANT	\$ 80,997.00	\$ 101,813.51	\$ 122,630.02	N	17
17	CHIEF OPERATOR	\$ 80,997.00	\$ 101,813.51	\$ 122,630.02	N	17
17	COMPUTER SYSTEMS ANALYST	\$ 80,997.00	\$ 101,813.51	\$ 122,630.02	N	17
17	FINANCIAL ANALYST	\$ 80,997.00	\$ 101,813.51	\$ 122,630.02	E	17
17	GOLF SUPERINTENDENT	\$ 80,997.00	\$ 101,813.51	\$ 122,630.02	E	17
17	MANAGER BUILDINGS AND GROUNDS	\$ 80,997.00	\$ 101,813.51	\$ 122,630.02	E	17
17	PRINCIPAL PLANNER	\$ 80,997.00	\$ 101,813.51	\$ 122,630.02	E	17
17	PUBLIC WORKS PROJECT COORDINATOR	\$ 80,997.00	\$ 101,813.51	\$ 122,630.02	E	17
17	UTILITIES PROJECT ENGINEER	\$ 80,997.00	\$ 101,813.51	\$ 122,630.02	E	17
18	EVENT CENTER GENERAL MANAGER	\$ 87,772.92	\$ 110,330.86	\$ 132,888.80	E	18
18	FLEET MANAGER	\$ 87,772.92	\$ 110,330.86	\$ 132,888.80	E	18
18	HUMAN RESOURCES MANAGER	\$ 87,772.92	\$ 110,330.86	\$ 132,888.80	E	18
18	IT SUPERVISOR	\$ 87,772.92	\$ 110,330.86	\$ 132,888.80	N	18
18	PUBLIC WORKS SUPERINTENDENT	\$ 87,772.92	\$ 110,330.86	\$ 132,888.80	E	18
18	STORMWATER COORDINATOR	\$ 87,772.92	\$ 110,330.86	\$ 132,888.80	E	18
18	TRAFFIC OPERATIONS MANAGER	\$ 87,772.92	\$ 110,330.86	\$ 132,888.80	E	18
18	TREASURY MANAGER	\$ 87,772.92	\$ 110,330.86	\$ 132,888.80	E	18
19	APPLICATIONS DEVELOPER	\$ 95,115.08	\$ 119,559.99	\$ 144,004.89	E	19
19	ASSISTANT DIRECTOR OF PARKS AND RECREATION	\$ 95,115.08	\$ 119,559.99	\$ 144,004.89	E	19
19	DIRECTOR OF GOLF COURSE	\$ 95,115.08	\$ 119,559.99	\$ 144,004.89	E	19
19	GIS MANAGER	\$ 95,115.08	\$ 119,559.99	\$ 144,004.89	E	19
19	PUBLIC INFORMATION OFFICER	\$ 95,115.08	\$ 119,559.99	\$ 144,004.89	E	19
19	TOWN CLERK / STRATEGIC PROGRAMS MANAGER	\$ 95,115.08	\$ 119,559.99	\$ 144,004.89	E	19
19	NETWORK/SYSTEM ADMINISTRATOR	\$ 95,115.08	\$ 119,559.99	\$ 144,004.89	N	19
20	SAFETY AND RISK MANAGER	\$ 101,167.50	\$ 127,167.89	\$ 153,168.29	E	20
20	WASTEWATER TREATMENT PLANT MANAGER	\$ 101,167.50	\$ 127,167.89	\$ 153,168.29	E	20
20	WATER TREATMENT PLANT MANAGER	\$ 101,167.50	\$ 127,167.89	\$ 153,168.29	E	20
21	BUILDING OFFICIAL	\$ 105,189.60	\$ 132,223.69	\$ 159,257.77	E	21
21	STAFF ATTORNEY	\$ 105,189.60	\$ 132,223.69	\$ 159,257.77	E	21
22	HOLD FOR FUTURE GROWTH OF PLAN	\$ 109,585.62	\$ 137,749.50	\$ 165,913.38		22
23	ASSISTANT DIRECTOR OF UTILITIES	\$ 116,798.98	\$ 146,816.71	\$ 176,834.45	E	23
23	DIRECTOR OF PARKS AND RECREATION	\$ 116,798.98	\$ 146,816.71	\$ 176,834.45	E	23
23	TOWN PLANNER/DIRECTOR OF PLANNING & CODES	\$ 116,798.98	\$ 146,816.71	\$ 176,834.45	E	23
24	ASSISTANT TOWN ATTORNEY	\$ 127,262.94	\$ 159,969.96	\$ 192,676.97	E	24

24	ASSITANT DIRECTOR PUBLIC WORKS / TOWN ENGINEER	\$ 127,262.94	\$ 159,969.96	\$ 192,676.97	E	24
25	DIRECTOR OF HUMAN RESOURCES	\$ 138,817.80	\$ 174,494.45	\$ 210,171.10	E	25
25	DIRECTOR OF INFORMATION SERVICES	\$ 138,817.80	\$ 174,494.45	\$ 210,171.10	E	25
25	DIRECTOR OF PUBLIC WORKS	\$ 138,817.80	\$ 174,494.45	\$ 210,171.10	E	25
26	DIRECTOR OF UTILITIES	\$ 145,469.05	\$ 182,855.09	\$ 220,241.13	E	26
26	FINANCE DIRECTOR	\$ 145,469.05	\$ 182,855.09	\$ 220,241.13	E	26
27	ASSISTANT TOWN MANAGER	\$ 157,736.23	\$ 198,274.98	\$ 238,813.73	E	27
NA	TOWN ATTORNEY	\$ 167,179.55	\$ 204,725.63	\$ 252,507.99	E	NA
NA	TOWN MANAGER	\$ 192,355.60	\$ 235,555.85	\$ 290,533.90	E	NA

	Annual	Hourly
Shift Differential for Night Shift	\$ 1,185.60	\$ 0.57

Seasonal Staff	Hourly
Splash Pad Attendant	\$ 14.35
Gatehouse Clerk	\$ 13.33
Lifeguard	\$ 15.38
Head Lifeguard	\$ 17.43
SOAC Camp Counselor	\$ 16.91
GIS Intern	\$ 18.45

Town of Smyrna Personnel Classification & Compensation Plan -Police						
Pay Grade	Title	Min	Mid	Max	FLSA	CORE Pay Grade
P1	TELECOMMUNICATOR	\$ 50,019.24	\$ 61,950.82	\$ 73,882.40	N	51
P2	TELECOMMUNICATOR 2	\$ 54,405.70	\$ 68,387.96	\$ 82,370.23	N	52
P3	TELECOMMUNICATOR 3	\$ 56,960.60	\$ 71,599.47	\$ 86,238.35	N	53
P4	POLICE COMMUNITY SERVICE COORDINATOR	\$ 64,981.52	\$ 81,681.77	\$ 98,382.02	N	54
P5	POLICE OFFICER	\$ 66,304.53	\$ 83,344.80	\$ 100,385.06	N	55
P5	TELECOMMUNICATOR SUPERVISOR	\$ 66,304.53	\$ 83,344.80	\$ 100,385.06	N	55
P6	CRIME / INVESTIGATION ANALYST	\$ 70,499.81	\$ 88,618.26	\$ 106,736.71	N	56
P6	DETECTIVE	\$ 70,499.81	\$ 88,618.26	\$ 106,736.71	N	56
P7	TELECOMMUNICATIONS MANAGER	\$ 74,960.53	\$ 94,225.38	\$ 113,490.24	N	57
P8	POLICE SERGEANT	\$ 81,654.88	\$ 102,640.19	\$ 123,625.49	N	58
P9	POLICE LIEUTENANT	\$ 95,888.67	\$ 120,532.06	\$ 145,175.44	N	59
P10	POLICE CAPTAIN	\$ 104,910.80	\$ 131,872.88	\$ 158,834.95	N	60
P11	ASSISTANT POLICE CHIEF	\$ 126,730.28	\$ 159,299.97	\$ 191,869.65	E	61
P12	POLICE CHIEF	\$ 142,571.35	\$ 179,212.19	\$ 215,853.02	E	62

THE FOLLOWING DUTIES WILL RECEIVE SUPPLEMENTAL PAY AS STATED BELOW. THESE DUTY TITLES MAY ALSO BE ADDED TO ONE OF

SUPPLEMENT PAY	Annual	Hourly
FTO - Field Training Officer	\$ 2,000.00	\$ 0.96
TL - Translation Pay	\$ 2,000.00	\$ 0.96
K9	\$ 3,712.80	\$ 1.79
RAC	\$ 1,026.12	\$ 0.49
SWAT	\$ 2,000.00	\$ 0.96

Shift Differential	Annual Amt	Hourly
2nd Shift - Police Department	\$ 1,336.61	\$ 0.64
3rd Shift Police Department	\$ 1,188.10	\$ 0.57

Town of Smyrna Personnel Classification & Compensation Plan - Fire						
Pay Grade	Title	Min	Mid	Max	FLSA	CORE Pay Grade
F1	FIREFIGHTER - NON-CERTIFIED	\$ 51,535.89	\$ 64,677.55	\$ 77,819.20	N	71
F2	FIREFIGHTER - CERTIFICATION I	\$ 56,017.28	\$ 70,301.68	\$ 84,586.09	N	72
F3	FIREFIGHTER - CERTIFICATION II	\$ 60,498.66	\$ 75,925.81	\$ 91,352.97	N	73
F4	FIREFIGHTER/ENGINEER	\$ 66,548.52	\$ 83,518.40	\$ 100,488.27	N	74
F5	FIRE LIEUTENANT	\$ 79,858.23	\$ 100,222.08	\$ 120,585.92	N	75
F6	BATTALION CHIEF	\$ 92,301.25	\$ 115,838.07	\$ 139,374.89	N	76
F6	FIRE CAPTAIN - INVESTIGATOR	\$ 92,301.25	\$ 115,838.07	\$ 139,374.89	N	76
F6	EMS CAPTAIN	\$ 92,301.25	\$ 115,838.07	\$ 139,374.89	N	76
F7	DIVISION CHIEF	\$ 115,838.01	\$ 145,376.70	\$ 174,915.39	E	77
F7	ASSISTANT CHIEF	\$ 115,838.01	\$ 145,376.70	\$ 174,915.39	E	77
F8	FIRE CHIEF	\$ 140,117.09	\$ 175,846.95	\$ 211,576.81	E	78

THE FOLLOWING DUTIES WILL RECEIVE SUPPLEMENTAL PAY AS STATED BELOW. THESE DUTY TITLES MAY ALSO BE ADDED TO ONE OF THE JOB TITLES LISTED IN THE GRADES ABOVE.

SUPPLEMENT PAY		Annual	Hourly
HAZMAT - Hazardous Materials Responder		\$ 1,742.16	\$ 0.84

Town of Smyrna Classification & Compensation Plan - Elected Officials			
Pay Grade	Title	Annual Salary	Pay Grade
NA	MAYOR	\$ 21,600.00	NA
NA	VICE MAYOR	\$ 13,200.00	NA
NA	COUNCIL MEMBER	\$ 12,000.00	NA
NA	COURT CLERK	\$ 96,247.00	NA
NA	JUDGE	\$ 132,648.92	NA

Note:

Elected officials compensation may only be adjusted via resolution by Town Council. Such resolution must be prior to any new election and is only effective after election has taken place.

Elected officials compensation and overall benefits varies greatly by City. Current compensation rates for Town of Smyrna elected officials are comparable with the Middle Tennessee region.