

**EXHIBIT A**  
**CITY OF FRANKLIN**  
**PROPOSED PAY STRUCTURE**  
**Effective January 1, 2018**

PAY GRADE	----- PROPOSED PAY RANGE -----		
	Min	Mid	Max
N	\$ 119,283	\$ 140,333	\$ 168,399
N (Public Safety)	\$ 124,963	\$ 147,015	\$ 176,418
M	\$ 106,029	\$ 124,740	\$ 149,688
M (Public Safety)	\$ 111,078	\$ 130,680	\$ 156,816
L	\$ 94,248	\$ 110,880	\$ 133,056
L (Public Safety)	\$ 98,736	\$ 116,160	\$ 139,392
K	\$ 83,776	\$ 98,560	\$ 118,272
K (Public Safety)	\$ 87,766	\$ 103,254	\$ 123,905
J	\$ 74,468	\$ 87,609	\$ 105,131
J (Public Safety)	\$ 78,014	\$ 91,781	\$ 110,137
I	\$ 66,193	\$ 77,874	\$ 93,449
I (Public Safety)	\$ 69,346	\$ 81,583	\$ 97,900
H	\$ 58,838	\$ 69,221	\$ 83,065
H (Public Safety)	\$ 61,640	\$ 72,518	\$ 87,022
G	\$ 52,301	\$ 61,530	\$ 73,836
G (Public Safety)	\$ 54,791	\$ 64,460	\$ 77,352
F	\$ 46,489	\$ 54,693	\$ 65,632
F (Public Safety)	\$ 48,703	\$ 57,298	\$ 68,758
E	\$ 41,324	\$ 48,616	\$ 58,339
E (Public Safety)	\$ 43,291	\$ 50,931	\$ 61,117
D	\$ 36,732	\$ 43,214	\$ 51,857
D (Public Safety)	\$ 38,481	\$ 45,272	\$ 54,326
C	\$ 32,650	\$ 38,412	\$ 46,094
C (Public Safety)	\$ 34,205	\$ 40,241	\$ 48,289
B	\$ 29,022	\$ 34,144	\$ 40,973
B (Public Safety)	\$ 30,405	\$ 35,770	\$ 42,924
A	\$ 25,798	\$ 30,350	\$ 36,420
A (Public Safety)	\$ 27,027	\$ 31,796	\$ 38,155

**Officer/Firefighter Trainees**

Start Rate \$ 40,040  
After Probation \$ 42,016