



County Technical Assistance Service
INSTITUTE *for* PUBLIC SERVICE

County Officials Salary Schedule

FY2020-2021



County Technical Assistance Service
INSTITUTE *for* PUBLIC SERVICE

226 Anne Dallas Dudley Blvd, Suite 400 / Nashville, Tennessee 37219
(615) 532-3555 www.ctas.tennessee.edu

TO: County Officials

FROM: Robin Roberts, Executive Director

DATE: January 14, 2020

SUBJECT: County Officials' Compensation FY 2020-2021

COUNTY OFFICIALS. Compensation for most county officials is governed by T.C.A. § 8-24-102, which establishes the minimum compensation for assessors of property, county clerks, clerks of court, trustees, registers of deeds, county mayors, sheriffs, and highway officials. This law provides for an automatic increase in the minimum salary each year based on the percentage increase given to state employees for the previous fiscal year. It requires the commissioner of finance and administration to certify to the comptroller of the treasury the average annualized increase in state employees' compensation on or before May 1 of each year. The commissioner certified on October 21, 2019 that state employees received an average increase of 3.46 percent for the fiscal year 2019-2020.

The certification provision and other requirements are contained in T.C.A. § 8-24-102(d) as follows:

On July 1, 2002, and each July thereafter, the minimum compensation for county officials, as provided by this section, shall be increased by a dollar amount equal to the average annualized general increase in state employees' compensation, including the equivalent percentage increase in average state employees' salaries represented by appropriated funds made available to address classification compensation issues, during the prior fiscal year multiplied by the compensation established herein for the county officials of the county with the median population of all counties; provided, however, that the annualized general increase tied to the increase in state employees' compensation shall not exceed five percent (5%) in any given year. Provided further, notwithstanding the dollar amount provided herein, the percentage increase provided for county officials by this subsection shall not be less than the percentage increase established for county officials of the county with the median population of all counties. On or before May 1 of each year, the commissioner of finance and administration shall certify to the comptroller of the treasury the average annualized general increase in state employee's compensation during that fiscal year. "Average annualized general increase in state employee's compensation" means the average percentage increase in base salaries for state employees, plus the equivalent percentage increase in average state employees' salaries represented by recurring appropriation amounts provided to

improve the level of retirement benefits, longevity benefits, and deferred compensation benefits or other similar benefits that are made available to state employees, not including health insurance benefits.

The tables on the following pages contain our calculations of the minimum salary for each official, according to the statutory population classes, for the 2020-2021 fiscal year. *Note that all salaries do not increase by 3.46 percent. Instead, in accordance with the statute as amended, the minimum salaries of officials in those counties with populations equal to or above the county with the median population will increase by 3.46 percent. The increase for those counties below the county with the median population is a dollar amount that is equal to the dollar amount of the increase in the minimum salary in the county with the median population.*

The county with the median population as of the 2010 census is Obion County with a population of 31,807 which is within the 23,000 to 34,999 range.

Other requirements regarding salaries are as follows:

ADMINISTRATORS OF ELECTIONS. Separate legislation (T.C.A. § 2-12-208) provides for minimum salaries for the administrators of elections. These salaries are based upon percentages of the assessor's compensation. As with the statute discussed above, this law provides for yearly salary increases based upon increases for state employees during the prior fiscal year and calculated in the same manner.

GENERAL SESSIONS COURT JUDGES. Salaries of general sessions court judges are to be increased annually in the same manner as state court judges, which is the actual percentage change in the consumer price index between the previous two calendar years (T.C.A. §§ 16-15-5003 and 8-23-103). The CPI change between 2018 and 2019 is 1.8%, so the total salary (base salary plus supplements plus previous adjustments) of the general sessions judges will be increased by **1.8%** for the coming fiscal year. Notwithstanding any other law to the contrary, a general sessions judge's salary may not exceed that of a circuit court judge, which the Administrative Office of the Courts has advised us will be \$183,852 for the coming fiscal year.

CTAS does not prepare salary schedules for general sessions court judges because the salaries in each county are based on the private acts and general laws that apply in each particular county and on salary calculations made by the Administrative Office of the Courts pursuant to T.C.A. § 16-15-5003(i)(7).



**STATE OF TENNESSEE
DEPARTMENT OF FINANCE AND ADMINISTRATION
STATE CAPITOL
NASHVILLE, TENNESSEE 37243-0285**

STUART C. McWHORTER
COMMISSIONER

MEMORANDUM

TO: The Honorable Justin P. Wilson
Comptroller of the Treasury

FROM: Stuart C. McWhorter *Stuart C. McWhorter*
Commissioner of Finance and Administration

DATE: October 21, 2019

SUBJECT: Compensation of County Officials

Under Provisions of Tennessee Code Annotated, Section 8-24-102, I certify that the average annualized general increase in state employee compensation is 3.46% in the fiscal year 2019-2020. Tennessee Code Annotated Section 8-24-102(d) provides that the annualized general salary increase for certain county officials shall not exceed five percent (5%) in any given year.

There are no other recurring compensation or benefits adjustments for state employees in the appropriations act which would affect the county officials salary adjustment pursuant to the law cited above.

LBM:DT:ag

Attachment

cc: Jim Arnette
Director, Local Government Audit



Administrative Office of the Courts

Nashville City Center, Suite 600
511 Union Street
Nashville, Tennessee 37219
615 / 741-2687 or 800 / 448-7970
FAX 615 / 741-6285

DEBORAH TAYLOR TATE
Director

MICHELLE LONG
Deputy Director

MEMORANDUM

TO: Members of the Tennessee Judicial Conference

FROM: Deborah Taylor Tate *DTT*

DATE: January 23, 2020

RE: Judges' Annual Cost of Living Adjustment



The United States Department of Labor, Bureau of Labor Statistics, reported an average 1.8% change in the Consumer Price Index for 2019. As set forth in Tennessee Code Annotated Section 8-23-103(1) and (2), effective July 1, 2020, the annual percentage adjustment to your salaries (based on 1.8%) will be as follows:

Supreme Court Justice	\$196,968
Intermediate Appellate Judge	\$190,416
Trial Court Judge	\$183,852

If you have questions, please contact Stephanie Holliday, Human Resources Manager, at (615) 741-2687 ext. 1070.

COUNTY MAYOR

Salary Schedule for Fiscal Year 2020-2021

Population Class	Minimum Salary
400,000 and more	\$161,302
275,000-399,999	\$150,501
250,000-274,999	\$141,361
225,000-249,999	\$136,376
200,000-224,999	\$131,390
175,000-199,999	\$126,405
150,000-174,999	\$121,420
125,000-149,999	\$116,435
100,000-124,999	\$111,450
65,000-99,999	\$108,958
50,000-64,999	\$104,803
35,000-49,999	\$96,494
23,000-34,999	\$93,170
12,000-22,999	\$88,551
Less than 12,000	\$82,199

NOTES

1. The county mayor's compensation shall be at least 5 percent higher than the salary paid to any other county constitutional officer (T.C.A. § 8-24-102(e)). The salaries noted above are based upon the assumption that the general officers and the sheriff receive the statutory minimum amount. Therefore, the minimum salary of the county mayor in a particular county may be higher than the amounts listed above if other officials are paid in excess of the statutory minimum. For example, if the sheriff is paid more than the minimum amount the mayor must be paid at least 5 percent more than the sheriff's actual salary.
2. The county legislative body may set the salary of the county mayor in an amount greater than the salary noted above.
3. The increase in minimum salary for FY 2020-2021 in counties at or below the median is \$3,116. In all other counties it is 3.46%.
4. These salaries are effective July 1, 2020 and will remain in effect through June 30, 2021.

COUNTY HIGHWAY OFFICIAL

Salary Schedule for Fiscal Year 2020-2021

Population Class	Minimum Salary
400,000 and more	N/A
275,000-399,999	N/A
250,000-274,999	\$134,630
225,000-249,999	\$129,883
200,000-224,999	\$125,135
175,000-199,999	\$120,387
150,000-174,999	\$115,640
125,000-149,999	\$110,892
100,000-124,999	\$106,144
65,000-99,999	\$103,770
50,000-64,999	\$99,813
35,000-49,999	\$91,901
23,000-34,999	\$88,735
12,000-22,999	\$84,336
Less than 12,000	\$78,286

NOTES

1. The compensation of the chief administrative officer of the county highway department shall be at least 10 percent higher than the salary paid to the general officers of the county (T.C.A. § 8-24-102(g)). The salaries noted above are based upon the assumption that the general officers receive the statutory minimum amount. Therefore, the minimum salary of the chief administrative officer in a particular county may be higher than the amounts listed above if county general officials are paid in excess of the statutory minimum.
2. The county legislative body may set the salary of the chief administrative officer in an amount greater than the salary noted above (T.C.A. § 8-24-102).
3. The increase in minimum salary for FY 2020-2021 in counties at or below the median is \$2,968. In all other counties it is 3.46%.
4. These salaries are effective July 1, 2020 and will remain in effect through June 30, 2021.

COUNTY SHERIFF

Salary Schedule for Fiscal Year 2020-2021

Population Class	Minimum Salary
400,000 and more	\$153,622
275,000-399,999	\$143,335
250,000-274,999	\$134,631
225,000-249,999	\$129,883
200,000-224,999	\$125,135
175,000-199,999	\$120,387
150,000-174,999	\$115,640
125,000-149,999	\$110,892
100,000-124,999	\$106,144
65,000-99,999	\$103,770
50,000-64,999	\$99,813
35,000-49,999	\$91,901
23,000-34,999	\$88,735
12,000-22,999	\$84,336
Less than 12,000	\$78,286

NOTES

1. The compensation of the sheriff shall be at least 10 percent higher than the salary paid to the general officers of the county (T.C.A. § 8-24-102(g)). The salaries noted above are based upon the assumption that the general officers receive the statutory minimum amount. Therefore, the minimum salary of the sheriff in a particular county may be higher than the amounts listed above if the county general officials are paid in excess of the statutory minimum.
2. Sheriffs may receive additional compensation set by the county legislative body for ex-officio services as workhouse superintendent (T.C.A. § 8-24-103(a)(3); 8-24-111).
3. The increase in minimum salary for FY 2020-2021 in counties at or below the median is \$2,968. In all other counties it is 3.46%.
4. These salaries are effective July 1, 2020 and will remain in effect through June 30, 2021.

**TRUSTEE, CLERKS OF COURT,
COUNTY CLERK,
AND REGISTER OF DEEDS**
Salary Schedule for Fiscal Year 2020-2021

Population Class	Minimum Salary
400,000 and more	\$139,657
275,000-399,999	\$130,305
250,000-274,999	\$122,391
225,000-249,999	\$118,075
200,000-224,999	\$113,759
175,000-199,999	\$109,442
150,000-174,999	\$105,127
125,000-149,999	\$100,811
100,000-124,999	\$96,494
65,000-99,999	\$94,336
50,000-64,999	\$90,740
35,000-49,999	\$83,545
23,000-34,999	\$80,668
12,000-22,999	\$76,669
Less than 12,000	\$71,169

NOTES

1. The amounts listed above are minimum salaries. The county legislative body may set the salaries of general officers above the amounts listed above so long as all general officers are still paid the same salary with the exception of certain education incentive payments for which some officials may be eligible (T.C.A. § 8-24-102(h)).
2. The increase in minimum salary for FY 2020-2021 in counties at or below the median is \$2,698. In all other counties it is 3.46%.
3. These salaries are effective July 1, 2020 and will remain in effect through June 30, 2021.
4. Clerks of court that serve more than one court may, at the discretion of the county legislative body, be paid additional compensation in the amount of ten percent of the clerk's base compensation. Increases paid to court clerks under this provision will result in an increase in the minimum salary for the sheriff, highway superintendent, and county mayor. (T.C.A. § 8-24-102(j)(2)).

ASSESSOR OF PROPERTY

Salary Schedule for Fiscal Year 2020-2021

Population Class	Minimum Salary
400,000 and more	\$139,657
275,000-399,999	\$130,305
250,000-274,999	\$122,391
225,000-249,999	\$118,075
200,000-224,999	\$113,759
175,000-199,999	\$109,442
150,000-174,999	\$105,127
125,000-149,999	\$100,811
100,000-124,999	\$96,494
65,000-99,999	\$94,336
50,000-64,999	\$90,740
35,000-49,999	\$83,545
23,000-34,999	\$80,668
12,000-22,999	\$76,669
Less than 12,000	\$71,169

NOTES

1. The minimum salary of the assessor of property is equal to the minimum salary paid to general officers of the county (T.C.A. § 8-24-102). If the general officers of the county are paid an amount in excess of the minimum, the assessor will also receive at least that much. Also, the county legislative body may provide additional salary for the assessor pursuant to T.C.A. § 67-1-508(b) and (c). See T.C.A. § 8-24-102(h).
2. The increase in minimum salary for FY 2020-2021 in counties at or below the median is \$2,698. In all other counties it is 3.46%.
3. These salaries are effective July 1, 2020 and will remain in effect through June 30, 2021.

ADMINISTRATOR OF ELECTIONS

Salary Schedule for Fiscal Year 2020-2021

Population Class	Minimum Salary
400,000 and more	\$125,691
275,000-399,999	\$117,274
250,000-274,999	\$110,152
225,000-249,999	\$106,267
200,000-224,999	\$102,383
175,000-199,999	\$98,498
150,000-174,999	\$94,614
125,000-149,999	\$90,730
100,000-124,999	\$86,845
65,000-99,999	\$84,902
50,000-64,999	\$81,666
35,000-49,999	\$75,191
23,300-34,999	\$72,602
12,000-22,999	\$69,002
Less than 12,000	\$64,052

NOTES

1. These figures are minimum salaries for certified administrators of elections in counties where the election commission office is open five full days a week. The figures represent ninety percent (90%) of the base salary of the assessor of property for counties falling within these population classifications (T.C.A. § 2-12-208). The county legislative body may provide additional salary for certified administrators of elections in excess of these amounts (T.C.A. § 2-12-208(b)).
2. These salaries are effective July 1, 2020 and will remain in effect through June 30, 2021.