



**City of Burleson - General Government Compensation Plan (Non-Pay Step)**  
**Revised: 10/1/2024**

Job Classes	Salary Range	Minimum Annual	Midpoint Annual	Maximum Annual	Exemption	Minimum Hourly	Midpoint Hourly	Maximum Hourly
Associate Municipal Judge	Set by City Council				Exempt			
City Manager	Set by City Council				Exempt			
City Secretary	Set by City Council				Exempt			
Presiding Municipal Judge	Set by City Council				Exempt			
Deputy City Manager		50 \$164,693.70	\$205,867.13	\$247,040.56	Exempt	\$79.18	\$98.97	\$118.77
Police Chief		48 \$149,382.04	\$186,727.56	\$224,073.07	Exempt	\$71.82	\$89.77	\$107.73
Chief Technology Officer		47 \$142,268.61	\$177,835.77	\$213,402.92	Exempt	\$68.40	\$85.50	\$102.60
Director of Capital Engineering		47 \$142,268.61	\$177,835.77	\$213,402.92	Exempt	\$68.40	\$85.50	\$102.60
Director of Development Services		47 \$142,268.61	\$177,835.77	\$213,402.92	Exempt	\$68.40	\$85.50	\$102.60
Director of Finance		47 \$142,268.61	\$177,835.77	\$213,402.92	Exempt	\$68.40	\$85.50	\$102.60
Director of Public Works		47 \$142,268.61	\$177,835.77	\$213,402.92	Exempt	\$68.40	\$85.50	\$102.60
Fire Chief		47 \$142,268.61	\$177,835.77	\$213,402.92	Exempt	\$68.40	\$85.50	\$102.60
Director of Legal Services/Sr Deputy City Attorney		46 \$135,493.92	\$169,367.40	\$203,240.88	Exempt	\$65.14	\$81.43	\$97.71
Director of Economic Development		45 \$129,041.83	\$161,302.28	\$193,562.74	Exempt	\$62.04	\$77.55	\$93.06
Director of Human Resources		45 \$129,041.83	\$161,302.28	\$193,562.74	Exempt	\$62.04	\$77.55	\$93.06
Director of Parks and Recreation		45 \$129,041.83	\$161,302.28	\$193,562.74	Exempt	\$62.04	\$77.55	\$93.06
Deputy Chief - Police		43 \$117,044.74	\$146,305.93	\$175,567.11	Exempt	\$56.27	\$70.34	\$84.41
Director of Community Services		43 \$117,044.74	\$146,305.93	\$175,567.11	Exempt	\$56.27	\$70.34	\$84.41
Assistant Chief - Fire		42 \$111,471.18	\$139,338.98	\$167,206.77	Exempt	\$53.59	\$66.99	\$80.39
Deputy City Attorney/Compliance Manager		42 \$111,471.18	\$139,338.98	\$167,206.77	Exempt	\$53.59	\$66.99	\$80.39
Deputy Director of Capital Engineering		42 \$111,471.18	\$139,338.98	\$167,206.77	Exempt	\$53.59	\$66.99	\$80.39
Deputy Director - City Engineer		42 \$111,471.18	\$139,338.98	\$167,206.77	Exempt	\$53.59	\$66.99	\$80.39
Deputy Director - City Traffic Engineer		42 \$111,471.18	\$139,338.98	\$167,206.77	Exempt	\$53.59	\$66.99	\$80.39
Director of Administrative Services		42 \$111,471.18	\$139,338.98	\$167,206.77	Exempt	\$53.59	\$66.99	\$80.39
Director of Public Safety Communications		41 \$106,163.03	\$132,703.79	\$159,244.54	Exempt	\$51.04	\$63.80	\$76.56
Assistant Director of Development Services		40 \$101,107.65	\$126,384.56	\$151,661.47	Exempt	\$48.61	\$60.76	\$72.91
Assistant Director of Development Services-Building Official		40 \$101,107.65	\$126,384.56	\$151,661.47	Exempt	\$48.61	\$60.76	\$72.91
Assistant Director of Dev Srvces-Code Compl & Env Health		40 \$101,107.65	\$126,384.56	\$151,661.47	Exempt	\$48.61	\$60.76	\$72.91
Assistant Director of Finance		40 \$101,107.65	\$126,384.56	\$151,661.47	Exempt	\$48.61	\$60.76	\$72.91
Assistant Director of Human Resources		40 \$101,107.65	\$126,384.56	\$151,661.47	Exempt	\$48.61	\$60.76	\$72.91
Assistant to the City Manager		40 \$101,107.65	\$126,384.56	\$151,661.47	Exempt	\$48.61	\$60.76	\$72.91
Captain - Police		40 \$101,107.65	\$126,384.56	\$151,661.47	Exempt	\$48.61	\$60.76	\$72.91
Deputy Chief Technology Officer		40 \$101,107.65	\$126,384.56	\$151,661.47	Exempt	\$48.61	\$60.76	\$72.91
Deputy Director of Public Works		40 \$101,107.65	\$126,384.56	\$151,661.47	Exempt	\$48.61	\$60.76	\$72.91
Deputy Director of Parks		39 \$96,293.00	\$120,366.25	\$144,439.50	Exempt	\$46.29	\$57.87	\$69.44
Deputy Director of Recreation		39 \$96,293.00	\$120,366.25	\$144,439.50	Exempt	\$46.29	\$57.87	\$69.44
Veterinarian (Part-Time)		39			Non-Exempt	\$46.29	\$57.87	\$69.44
Assistant Director of Administrative Services		38 \$91,707.62	\$114,634.52	\$137,561.43	Exempt	\$44.09	\$55.11	\$66.14
Assistant Director of Fire - Financial Services		38 \$91,707.62	\$114,634.52	\$137,561.43	Exempt	\$44.09	\$55.11	\$66.14
Capital Program Engineering Manager		38 \$91,707.62	\$114,634.52	\$137,561.43	Exempt	\$44.09	\$55.11	\$66.14
Deputy Director of Economic Development		38 \$91,707.62	\$114,634.52	\$137,561.43	Exempt	\$44.09	\$55.11	\$66.14
Deputy Director-Library		38 \$91,707.62	\$114,634.52	\$137,561.43	Exempt	\$44.09	\$55.11	\$66.14
Development Engineering Manager		38 \$91,707.62	\$114,634.52	\$137,561.43	Exempt	\$44.09	\$55.11	\$66.14
Senior Public Works Engineer		38 \$91,707.62	\$114,634.52	\$137,561.43	Exempt	\$44.09	\$55.11	\$66.14
Deputy Director of Public Safety Communications		37 \$87,340.59	\$109,175.73	\$131,010.88	Exempt	\$41.99	\$52.49	\$62.99
Emergency Operations Manager		37 \$87,340.59	\$109,175.73	\$131,010.88	Exempt	\$41.99	\$52.49	\$62.99
IT Project Manager		37 \$87,340.59	\$109,175.73	\$131,010.88	Exempt	\$41.99	\$52.49	\$62.99
Sr Capital Projects Engineer		37 \$87,340.59	\$109,175.73	\$131,010.88	Exempt	\$41.99	\$52.49	\$62.99
Sr Development Engineer		37 \$87,340.59	\$109,175.73	\$131,010.88	Exempt	\$41.99	\$52.49	\$62.99
Deputy City Secretary		36 \$83,181.51	\$103,976.89	\$124,772.27	Exempt	\$39.99	\$49.99	\$59.99
IT Operations Manager		36 \$83,181.51	\$103,976.89	\$124,772.27	Exempt	\$39.99	\$49.99	\$59.99
General Manager (Golf)		35 \$79,220.49	\$99,025.61	\$118,830.73	Exempt	\$38.09	\$47.61	\$57.13
Public Works Operations Manager		35 \$79,220.49	\$99,025.61	\$118,830.73	Exempt	\$38.09	\$47.61	\$57.13
Software Applications Manager		35 \$79,220.49	\$99,025.61	\$118,830.73	Exempt	\$38.09	\$47.61	\$57.13

**City of Burleson - General Government Compensation Plan (Non-Pay Step)**  
**Revised: 10/1/2024**

Job Classes	Salary Range	Minimum Annual	Midpoint Annual	Maximum Annual	Exemption	Minimum Hourly	Midpoint Hourly	Maximum Hourly
Capital Projects Engineer	34	\$75,448.08	\$94,310.10	\$113,172.12	Exempt	\$36.27	\$45.34	\$54.41
Chief Accountant	34	\$75,448.08	\$94,310.10	\$113,172.12	Exempt	\$36.27	\$45.34	\$54.41
Development Engineer	34	\$75,448.08	\$94,310.10	\$113,172.12	Exempt	\$36.27	\$45.34	\$54.41
IT Service Desk Manager	34	\$75,448.08	\$94,310.10	\$113,172.12	Exempt	\$36.27	\$45.34	\$54.41
Operations Manager - Streets	34	\$75,448.08	\$94,310.10	\$113,172.12	Exempt	\$36.27	\$45.34	\$54.41
Operations Manager - Water	34	\$75,448.08	\$94,310.10	\$113,172.12	Exempt	\$36.27	\$45.34	\$54.41
Principal Planner	34	\$75,448.08	\$94,310.10	\$113,172.12	Exempt	\$36.27	\$45.34	\$54.41
Accounting Supervisor	33	\$71,855.32	\$89,819.15	\$107,782.98	Exempt	\$34.55	\$43.18	\$51.82
Animal Services Manager	33	\$71,855.32	\$89,819.15	\$107,782.98	Exempt	\$34.55	\$43.18	\$51.82
Budget/Fiscal Services Manager	33	\$71,855.32	\$89,819.15	\$107,782.98	Exempt	\$34.55	\$43.18	\$51.82
Clerk of the Court (Court Administrator)	33	\$71,855.32	\$89,819.15	\$107,782.98	Exempt	\$34.55	\$43.18	\$51.82
GIS Administrator	33	\$71,855.32	\$89,819.15	\$107,782.98	Exempt	\$34.55	\$43.18	\$51.82
Marketing and Communications Manager	33	\$71,855.32	\$89,819.15	\$107,782.98	Exempt	\$34.55	\$43.18	\$51.82
Operations Superintendent - Equipment Services	33	\$71,855.32	\$89,819.15	\$107,782.98	Exempt	\$34.55	\$43.18	\$51.82
Operations Superintendent - Streets/Traffic	33	\$71,855.32	\$89,819.15	\$107,782.98	Exempt	\$34.55	\$43.18	\$51.82
Operations Superintendent - Water/Wastewater	33	\$71,855.32	\$89,819.15	\$107,782.98	Exempt	\$34.55	\$43.18	\$51.82
Purchasing Manager	33	\$71,855.32	\$89,819.15	\$107,782.98	Exempt	\$34.55	\$43.18	\$51.82
Senior Planner	33	\$71,855.32	\$89,819.15	\$107,782.98	Exempt	\$34.55	\$43.18	\$51.82
Systems Administrator II	33	\$71,855.32	\$89,819.15	\$107,782.98	Exempt	\$34.55	\$43.18	\$51.82
Accountant Senior	32	\$68,433.64	\$85,542.04	\$102,650.45	Exempt	\$32.90	\$41.13	\$49.35
Customer Service Manager-Operations	32	\$68,433.64	\$85,542.04	\$102,650.45	Exempt	\$32.90	\$41.13	\$49.35
HR Manager	32	\$68,433.64	\$85,542.04	\$102,650.45	Exempt	\$32.90	\$41.13	\$49.35
Operations Superintendent - Facilities	32	\$68,433.64	\$85,542.04	\$102,650.45	Exempt	\$32.90	\$41.13	\$49.35
Recreation Manager	32	\$68,433.64	\$85,542.04	\$102,650.45	Exempt	\$32.90	\$41.13	\$49.35
Economic Development Project Manager	31	\$65,174.89	\$81,468.61	\$97,762.34	Exempt	\$31.33	\$39.17	\$47.00
Graduate Engineer	31	\$65,174.89	\$81,468.61	\$97,762.34	Exempt	\$31.33	\$39.17	\$47.00
Parks Superintendent	31	\$65,174.89	\$81,468.61	\$97,762.34	Exempt	\$31.33	\$39.17	\$47.00
Applications Analyst	30	\$62,071.32	\$77,589.16	\$93,106.99	Exempt	\$29.84	\$37.30	\$44.76
Construction Inspections Manager	30	\$62,071.32	\$77,589.16	\$93,106.99	Exempt	\$29.84	\$37.30	\$44.76
Financial/Budget Analyst	30	\$62,071.32	\$77,589.16	\$93,106.99	Exempt	\$29.84	\$37.30	\$44.76
Golf Course Superintendent	30	\$62,071.32	\$77,589.16	\$93,106.99	Exempt	\$29.84	\$37.30	\$44.76
Accountant	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Assistant City Secretary	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Assistant Recreation Manager	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Benefits and Wellness Administrator	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Circulation Supervisor	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Communications Coordinator	29	\$59,115.55	\$73,894.43	\$88,673.32	Non-Exempt	\$28.42	\$35.53	\$42.63
Crime Prevention/Public Engagement Specialist	29	\$59,115.55	\$73,894.43	\$88,673.32	Non-Exempt	\$28.42	\$35.53	\$42.63
Economic Development Coordinator	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Environmental Health Services Supervisor	29	\$59,115.55	\$73,894.43	\$88,673.32	Non-Exempt	\$28.42	\$35.53	\$42.63
Librarian (Community Engagement)	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Librarian (Youth)	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Multimedia Specialist	29	\$59,115.55	\$73,894.43	\$88,673.32	Non-Exempt	\$28.42	\$35.53	\$42.63
Planner	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Police Records Supervisor	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Pub Safety Quality Assurance Coordinator	29	\$59,115.55	\$73,894.43	\$88,673.32	Non-Exempt	\$28.42	\$35.53	\$42.63
Pub Safety Training Coordinator	29	\$59,115.55	\$73,894.43	\$88,673.32	Non-Exempt	\$28.42	\$35.53	\$42.63
Purchasing Agent	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Recruitment and Retention Specialist	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Radio Communication Technician II	29	\$59,115.55	\$73,894.43	\$88,673.32	Non-Exempt	\$28.42	\$35.53	\$42.63
Recreation Supervisor	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Risk and Claims Administrator	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Russell Farm Supervisor	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Senior Building Inspector	29	\$59,115.55	\$73,894.43	\$88,673.32	Non-Exempt	\$28.42	\$35.53	\$42.63

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**Revised: 10/1/2024**

Job Classes	Salary Range	Minimum Annual	Midpoint Annual	Maximum Annual	Exemption	Minimum Hourly	Midpoint Hourly	Maximum Hourly
Senior Center Supervisor	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Senior GIS Analyst	29	\$59,115.55	\$73,894.43	\$88,673.32	Non-Exempt	\$28.42	\$35.53	\$42.63
Systems Administrator I	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Traffic Operations Coordinator	29	\$59,115.55	\$73,894.43	\$88,673.32	Exempt	\$28.42	\$35.53	\$42.63
Video Production Specialist	29	\$59,115.55	\$73,894.43	\$88,673.32	Non-Exempt	\$28.42	\$35.53	\$42.63
Chief Engineering Inspector	28	\$56,300.52	\$70,375.65	\$84,450.78	Non-Exempt	\$27.07	\$33.83	\$40.60
Code Compliance Manager	28	\$56,300.52	\$70,375.65	\$84,450.78	Non-Exempt	\$27.07	\$33.83	\$40.60
Emergency Operations Coordinator	28	\$56,300.52	\$70,375.65	\$84,450.78	Non-Exempt	\$27.07	\$33.83	\$40.60
Engineering Technician	28	\$56,300.52	\$70,375.65	\$84,450.78	Non-Exempt	\$27.07	\$33.83	\$40.60
GIS Analyst	28	\$56,300.52	\$70,375.65	\$84,450.78	Non-Exempt	\$27.07	\$33.83	\$40.60
Pub Safety Communications Supervisor (911)	28	\$56,300.52	\$70,375.65	\$84,450.78	Non-Exempt	\$27.07	\$33.83	\$40.60
Radio Communication Technician I	28	\$56,300.52	\$70,375.65	\$84,450.78	Non-Exempt	\$27.07	\$33.83	\$40.60
Service Desk Technician II	28	\$56,300.52	\$70,375.65	\$84,450.78	Non-Exempt	\$27.07	\$33.83	\$40.60
Utility Supervisors - Pumping	28	\$56,300.52	\$70,375.65	\$84,450.78	Non-Exempt	\$27.07	\$33.83	\$40.60
Accreditation Manager-Police	27	\$53,619.54	\$67,024.43	\$80,429.32	Non-Exempt	\$25.78	\$32.22	\$38.67
Automotive Equipment Tech IV	27	\$53,619.54	\$67,024.43	\$80,429.32	Non-Exempt	\$25.78	\$32.22	\$38.67
Economic Development Analyst	27	\$53,619.54	\$67,024.43	\$80,429.32	Non-Exempt	\$25.78	\$32.22	\$38.67
Lead Public Safety Communications Specialist	27	\$53,619.54	\$67,024.43	\$80,429.32	Non-Exempt	\$25.78	\$32.22	\$38.67
Parks and Recreation Business Administrator	27	\$53,619.54	\$67,024.43	\$80,429.32	Non-Exempt	\$25.78	\$32.22	\$38.67
Police Analyst	27	\$53,619.54	\$67,024.43	\$80,429.32	Non-Exempt	\$25.78	\$32.22	\$38.67
Service Desk Technician I	27	\$53,619.54	\$67,024.43	\$80,429.32	Non-Exempt	\$25.78	\$32.22	\$38.67
Utility Supervisors - Water/WasteWater/Meters	27	\$53,619.54	\$67,024.43	\$80,429.32	Non-Exempt	\$25.78	\$32.22	\$38.67
Building Inspector	26	\$51,066.23	\$63,832.79	\$76,599.35	Non-Exempt	\$24.55	\$30.69	\$36.83
Code Compliance Supervisor	26	\$51,066.23	\$63,832.79	\$76,599.35	Non-Exempt	\$24.55	\$30.69	\$36.83
Deputy City Marshal	26	\$51,066.23	\$63,832.79	\$76,599.35	Non-Exempt	\$24.55	\$30.69	\$36.83
Engineering Inspector	26	\$51,066.23	\$63,832.79	\$76,599.35	Non-Exempt	\$24.55	\$30.69	\$36.83
Executive Assistant	26	\$51,066.23	\$63,832.79	\$76,599.35	Non-Exempt	\$24.55	\$30.69	\$36.83
Field Supervisor - Streets Mtn/Drg	26	\$51,066.23	\$63,832.79	\$76,599.35	Non-Exempt	\$24.55	\$30.69	\$36.83
Fire Inspector (Civilian)	26	\$51,066.23	\$63,832.79	\$76,599.35	Non-Exempt	\$24.55	\$30.69	\$36.83
HRIS Analyst	26	\$51,066.23	\$63,832.79	\$76,599.35	Non-Exempt	\$24.55	\$30.69	\$36.83
Plans Examiner	26	\$51,066.23	\$63,832.79	\$76,599.35	Non-Exempt	\$24.55	\$30.69	\$36.83
Public Safety Communication Specialist (911)	26	\$51,066.23	\$63,832.79	\$76,599.35	Non-Exempt	\$24.55	\$30.69	\$36.83
Safety and Training Specialist	26	\$51,066.23	\$63,832.79	\$76,599.35	Non-Exempt	\$24.55	\$30.69	\$36.83
Senior Administrative Specialist	26	\$51,066.23	\$63,832.79	\$76,599.35	Non-Exempt	\$24.55	\$30.69	\$36.83
Senior Environmental Health Specialist	26	\$51,066.23	\$63,832.79	\$76,599.35	Non-Exempt	\$24.55	\$30.69	\$36.83
Accounting Coordinator	25	\$48,634.51	\$60,793.13	\$72,951.76	Non-Exempt	\$23.38	\$29.23	\$35.07
Automotive Equipment Tech III	25	\$48,634.51	\$60,793.13	\$72,951.76	Non-Exempt	\$23.38	\$29.23	\$35.07
Engineering Project Coordinator	25	\$48,634.51	\$60,793.13	\$72,951.76	Non-Exempt	\$23.38	\$29.23	\$35.07
Golf Pro Shop Manager	25	\$48,634.51	\$60,793.13	\$72,951.76	Non-Exempt	\$23.38	\$29.23	\$35.07
Lead Code Compliance Officer	25	\$48,634.51	\$60,793.13	\$72,951.76	Non-Exempt	\$23.38	\$29.23	\$35.07
Right-of-Way Specialist	25	\$48,634.51	\$60,793.13	\$72,951.76	Non-Exempt	\$23.38	\$29.23	\$35.07
Traffic Management Center Operator	25	\$48,634.51	\$60,793.13	\$72,951.76	Non-Exempt	\$23.38	\$29.23	\$35.07
Utility Crew Leader	25	\$48,634.51	\$60,793.13	\$72,951.76	Non-Exempt	\$23.38	\$29.23	\$35.07
Victim Assistance Coordinator	25	\$48,634.51	\$60,793.13	\$72,951.76	Non-Exempt	\$23.38	\$29.23	\$35.07
Victims Assistance Support	25	\$48,634.51	\$60,793.13	\$72,951.76	Non-Exempt	\$23.38	\$29.23	\$35.07
Web Content Coordinator - PT	25	\$48,634.51	\$60,793.13	\$72,951.76	Non-Exempt	\$23.38	\$29.23	\$35.07
Animal Shelter Administrator	24	\$46,318.58	\$57,898.22	\$69,477.87	Non-Exempt	\$22.27	\$27.84	\$33.40
Automotive & Equipment Tech II	24	\$46,318.58	\$57,898.22	\$69,477.87	Non-Exempt	\$22.27	\$27.84	\$33.40
BRiCK Maintenance Supervisor	24	\$46,318.58	\$57,898.22	\$69,477.87	Non-Exempt	\$22.27	\$27.84	\$33.40
Code Compliance Officer	24	\$46,318.58	\$57,898.22	\$69,477.87	Non-Exempt	\$22.27	\$27.84	\$33.40
Environmental Health Specialist II	24	\$46,318.58	\$57,898.22	\$69,477.87	Non-Exempt	\$22.27	\$27.84	\$33.40
Facilities Maintenance Crew Leader	24	\$46,318.58	\$57,898.22	\$69,477.87	Non-Exempt	\$22.27	\$27.84	\$33.40
Facilities Maintenance Specialist	24	\$46,318.58	\$57,898.22	\$69,477.87	Non-Exempt	\$22.27	\$27.84	\$33.40
Food Service Asst. Manager	24	\$46,318.58	\$57,898.22	\$69,477.87	Non-Exempt	\$22.27	\$27.84	\$33.40

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Job Classes	Salary Range	Minimum Annual	Midpoint Annual	Maximum Annual	Exemption	Minimum Hourly	Midpoint Hourly	Maximum Hourly
Maintenance Crew Leader (Golf)	24	\$46,318.58	\$57,898.22	\$69,477.87	Non-Exempt	\$22.27	\$27.84	\$33.40
Maintenance Crew Leader (Parks/AFM)	24	\$46,318.58	\$57,898.22	\$69,477.87	Non-Exempt	\$22.27	\$27.84	\$33.40
Property and Evidence / Crime Scene Forensic Technician	24	\$46,318.58	\$57,898.22	\$69,477.87	Non-Exempt	\$22.27	\$27.84	\$33.40
Records & Information Coordinator/ERA	24	\$46,318.58	\$57,898.22	\$69,477.87	Non-Exempt	\$22.27	\$27.84	\$33.40
Senior Irrigation Technician	24	\$46,318.58	\$57,898.22	\$69,477.87	Non-Exempt	\$22.27	\$27.84	\$33.40
Signal Technician II - Streets Traffic	24	\$46,318.58	\$57,898.22	\$69,477.87	Non-Exempt	\$22.27	\$27.84	\$33.40
Streets Crew Leader	24	\$46,318.58	\$57,898.22	\$69,477.87	Non-Exempt	\$22.27	\$27.84	\$33.40
Water/WW Regulatory Specialist	24	\$46,318.58	\$57,898.22	\$69,477.87	Non-Exempt	\$22.27	\$27.84	\$33.40
Juvenile Case Manager/Deputy Court Clerk	23	\$44,112.93	\$55,141.16	\$66,169.40	Non-Exempt	\$21.21	\$26.51	\$31.81
Public Works Coordinator	23	\$44,112.93	\$55,141.16	\$66,169.40	Non-Exempt	\$21.21	\$26.51	\$31.81
Right-of-Way Inspector	23	\$44,112.93	\$55,141.16	\$66,169.40	Non-Exempt	\$21.21	\$26.51	\$31.81
Senior Administrative Assistant	23	\$44,112.93	\$55,141.16	\$66,169.40	Non-Exempt	\$21.21	\$26.51	\$31.81
Senior Building Permits Specialist	23	\$44,112.93	\$55,141.16	\$66,169.40	Non-Exempt	\$21.21	\$26.51	\$31.81
Senior Deputy Municipal Court Clerk	23	\$44,112.93	\$55,141.16	\$66,169.40	Non-Exempt	\$21.21	\$26.51	\$31.81
Signal Technician I - Streets Traffic	23	\$44,112.93	\$55,141.16	\$66,169.40	Non-Exempt	\$21.21	\$26.51	\$31.81
Animal Control Officer	22	\$42,012.32	\$52,515.39	\$63,018.47	Non-Exempt	\$20.20	\$25.25	\$30.30
Automotive & Equipment Tech I	22	\$42,012.32	\$52,515.39	\$63,018.47	Non-Exempt	\$20.20	\$25.25	\$30.30
Building Permits Specialist	22	\$42,012.32	\$52,515.39	\$63,018.47	Non-Exempt	\$20.20	\$25.25	\$30.30
Environmental Health Specialist I	22	\$42,012.32	\$52,515.39	\$63,018.47	Non-Exempt	\$20.20	\$25.25	\$30.30
Facilities Maintenance Tech III	22	\$42,012.32	\$52,515.39	\$63,018.47	Non-Exempt	\$20.20	\$25.25	\$30.30
Senior Criminal Investigations Clerk	22	\$42,012.32	\$52,515.39	\$63,018.47	Non-Exempt	\$20.20	\$25.25	\$30.30
Senior Police Records Clerk	22	\$42,012.32	\$52,515.39	\$63,018.47	Non-Exempt	\$20.20	\$25.25	\$30.30
Utility Worker III	22	\$42,012.32	\$52,515.39	\$63,018.47	Non-Exempt	\$20.20	\$25.25	\$30.30
Accounting Technician	21	\$40,011.73	\$50,014.66	\$60,017.59	Non-Exempt	\$19.24	\$24.05	\$28.85
Deputy Municipal Court Clerk	21	\$40,011.73	\$50,014.66	\$60,017.59	Non-Exempt	\$19.24	\$24.05	\$28.85
Facilities Maintenance Tech II	21	\$40,011.73	\$50,014.66	\$60,017.59	Non-Exempt	\$19.24	\$24.05	\$28.85
HR Assistant	21	\$40,011.73	\$50,014.66	\$60,017.59	Non-Exempt	\$19.24	\$24.05	\$28.85
Lead Customer Service Representative	21	\$40,011.73	\$50,014.66	\$60,017.59	Non-Exempt	\$19.24	\$24.05	\$28.85
Street Maintenance Worker III	21	\$40,011.73	\$50,014.66	\$60,017.59	Non-Exempt	\$19.24	\$24.05	\$28.85
Utility Crew Leader-In Training	21	\$40,011.73	\$50,014.66	\$60,017.59	Non-Exempt	\$19.24	\$24.05	\$28.85
Utility Worker II	21	\$40,011.73	\$50,014.66	\$60,017.59	Non-Exempt	\$19.24	\$24.05	\$28.85
Administrative Assistant	20	\$38,106.41	\$47,633.01	\$57,159.61	Non-Exempt	\$18.32	\$22.90	\$27.48
Communications & Design Assistant	20	\$38,106.41	\$47,633.01	\$57,159.61	Non-Exempt	\$18.32	\$22.90	\$27.48
Criminal Investigations Clerk	20	\$38,106.41	\$47,633.01	\$57,159.61	Non-Exempt	\$18.32	\$22.90	\$27.48
Customer Service Representative II	20	\$38,106.41	\$47,633.01	\$57,159.61	Non-Exempt	\$18.32	\$22.90	\$27.48
Golf Course Irrigation Specialist / Groundskeeper	20	\$38,106.41	\$47,633.01	\$57,159.61	Non-Exempt	\$18.32	\$22.90	\$27.48
Police Records Clerk	20	\$38,106.41	\$47,633.01	\$57,159.61	Non-Exempt	\$18.32	\$22.90	\$27.48
Purchasing Assistant	20	\$38,106.41	\$47,633.01	\$57,159.61	Non-Exempt	\$18.32	\$22.90	\$27.48
Senior Maintenance Worker (Parks/AFM)	20	\$38,106.41	\$47,633.01	\$57,159.61	Non-Exempt	\$18.32	\$22.90	\$27.48
Signs & Markings Tech	20	\$38,106.41	\$47,633.01	\$57,159.61	Non-Exempt	\$18.32	\$22.90	\$27.48
Street Maintenance Worker II	20	\$38,106.41	\$47,633.01	\$57,159.61	Non-Exempt	\$18.32	\$22.90	\$27.48
Utility Worker I	20	\$38,106.41	\$47,633.01	\$57,159.61	Non-Exempt	\$18.32	\$22.90	\$27.48
Video Production Assistant	20	\$38,106.41	\$47,633.01	\$57,159.61	Non-Exempt	\$18.32	\$22.90	\$27.48
Environmental Technician	19	\$36,291.82	\$45,364.77	\$54,437.73	Non-Exempt	\$17.45	\$21.81	\$26.17
Facilities Maintenance Tech I	19	\$36,291.82	\$45,364.77	\$54,437.73	Non-Exempt	\$17.45	\$21.81	\$26.17
Golf Course Cart Barn Supervisor	19	\$36,291.82	\$45,364.77	\$54,437.73	Non-Exempt	\$17.45	\$21.81	\$26.17
Golf Course Grounds Keeper	19	\$36,291.82	\$45,364.77	\$54,437.73	Non-Exempt	\$17.45	\$21.81	\$26.17
Golf Professional	19	\$36,291.82	\$45,364.77	\$54,437.73	Non-Exempt	\$17.45	\$21.81	\$26.17
Library Program Specialist	19	\$36,291.82	\$45,364.77	\$54,437.73	Non-Exempt	\$17.45	\$21.81	\$26.17
Maintenance Worker (Parks/AFM)	19	\$36,291.82	\$45,364.77	\$54,437.73	Non-Exempt	\$17.45	\$21.81	\$26.17
Maintenance Worker (Parks/AFM)-PT	19	\$36,291.82	\$45,364.77	\$54,437.73	Non-Exempt	\$17.45	\$21.81	\$26.17
Russell Farm Attendant	19	\$36,291.82	\$45,364.77	\$54,437.73	Non-Exempt	\$17.45	\$21.81	\$26.17
Street Maintenance Worker I	19	\$36,291.82	\$45,364.77	\$54,437.73	Non-Exempt	\$17.45	\$21.81	\$26.17
Animal Shelter Technician	18	\$34,563.64	\$43,204.55	\$51,845.45	Non-Exempt	\$16.62	\$20.77	\$24.93

**City of Burleson - General Government Compensation Plan (Non-Pay Step)**  
**Revised: 10/1/2024**

Job Classes	Salary Range	Minimum Annual	Midpoint Annual	Maximum Annual	Exemption	Minimum Hourly	Midpoint Hourly	Maximum Hourly
Aquatics Coordinator	18	\$34,563.64	\$43,204.55	\$51,845.45	Non-Exempt	\$16.62	\$20.77	\$24.93
Customer Service Representative I	18	\$34,563.64	\$43,204.55	\$51,845.45	Non-Exempt	\$16.62	\$20.77	\$24.93
Recreation Coordinator	18	\$34,563.64	\$43,204.55	\$51,845.45	Non-Exempt	\$16.62	\$20.77	\$24.93
Recreation Maintenance Technician	18	\$34,563.64	\$43,204.55	\$51,845.45	Non-Exempt	\$16.62	\$20.77	\$24.93
Senior Library Assistant	18	\$34,563.64	\$43,204.55	\$51,845.45	Non-Exempt	\$16.62	\$20.77	\$24.93
Library Assistant	17	\$32,917.75	\$41,147.19	\$49,376.62	Non-Exempt	\$15.83	\$19.78	\$23.74
Ball Field Attendant	15	\$29,857.37	\$37,321.71	\$44,786.05	Non-Exempt	\$14.35	\$17.94	\$21.53
Custodian	15	\$29,857.37	\$37,321.71	\$44,786.05	Non-Exempt	\$14.35	\$17.94	\$21.53
Customer Service Attendant-Lead	15	\$29,857.37	\$37,321.71	\$44,786.05	Non-Exempt	\$14.35	\$17.94	\$21.53
Customer Service Attendant-Lead-PT	15	\$29,857.37	\$37,321.71	\$44,786.05	Non-Exempt	\$14.35	\$17.94	\$21.53
Election Workers	15	\$29,857.37	\$37,321.71	\$44,786.05	Non-Exempt	\$14.35	\$17.94	\$21.53
Food Service Attendant-Lead	15	\$29,857.37	\$37,321.71	\$44,786.05	Non-Exempt	\$14.35	\$17.94	\$21.53
Golf Course Floating Assistant	15	\$29,857.37	\$37,321.71	\$44,786.05	Non-Exempt	\$14.35	\$17.94	\$21.53
Lifeguard-Lead	15	\$29,857.37	\$37,321.71	\$44,786.05	Non-Exempt	\$14.35	\$17.94	\$21.53
Parks and Recreation Intern	15	\$29,857.37	\$37,321.71	\$44,786.05	Non-Exempt	\$14.35	\$17.94	\$21.53
Russell Farm Program Instructor/Customer Service Attendant	15	\$29,857.37	\$37,321.71	\$44,786.05	Non-Exempt	\$14.35	\$17.94	\$21.53
Senior Center Coordinator	15	\$29,857.37	\$37,321.71	\$44,786.05	Non-Exempt	\$14.35	\$17.94	\$21.53
Summer Camp Director	15	\$29,857.37	\$37,321.71	\$44,786.05	Non-Exempt	\$14.35	\$17.94	\$21.53
Administrative Aide	11	\$24,563.73	\$30,704.66	\$36,845.60	Non-Exempt	\$11.81	\$14.76	\$17.71
Aquatics Customer Service Attendant	11	\$24,563.73	\$30,704.66	\$36,845.60	Non-Exempt	\$11.81	\$14.76	\$17.71
Camp Counselor	11	\$24,563.73	\$30,704.66	\$36,845.60	Non-Exempt	\$11.81	\$14.76	\$17.71
Customer Care Advocate	11	\$24,563.73	\$30,704.66	\$36,845.60	Non-Exempt	\$11.81	\$14.76	\$17.71
Customer Service Attendant	11	\$24,563.73	\$30,704.66	\$36,845.60	Non-Exempt	\$11.81	\$14.76	\$17.71
Food Service Attendant	11	\$24,563.73	\$30,704.66	\$36,845.60	Non-Exempt	\$11.81	\$14.76	\$17.71
Golf Course Cart Barn Attendant	11	\$24,563.73	\$30,704.66	\$36,845.60	Non-Exempt	\$11.81	\$14.76	\$17.71
Kid Zone Attendant	11	\$24,563.73	\$30,704.66	\$36,845.60	Non-Exempt	\$11.81	\$14.76	\$17.71
Lifeguard	11	\$24,563.73	\$30,704.66	\$36,845.60	Non-Exempt	\$11.81	\$14.76	\$17.71
Pro Shop Attendant	11	\$24,563.73	\$30,704.66	\$36,845.60	Non-Exempt	\$11.81	\$14.76	\$17.71

**FIRE STEP PLAN - FY 2024-2025**

Effective: 10/1/2024

POSITION(S)	1	2	3	4	5	6	7	8	9
Firefighter									
Firefighter Recruit (Step 1 Only)	\$ 71,000.00	\$ 73,130.00	\$ 75,323.90	\$ 77,583.62	\$ 79,911.13	\$ 82,308.46	\$ 84,777.71	\$ 87,321.04	\$ 89,940.68
Duration	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year
Increase between revised steps		3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%

POSITION(S)	1	2	3	4
Apparatus Operator	\$ 92,500.00	\$ 95,275.00	\$ 98,133.25	\$ 101,077.25
Duration	1 year	1 year	1 year	1 year
Increase between revised steps		3.00%	3.00%	3.00%

POSITION(S)	1	2	3	4	5
Fire Lieutenant	\$ 97,500.00	\$ 100,425.00	\$ 103,437.75	\$ 106,540.88	\$ 109,737.11
Duration	1 year	1 year	1 year	1 year	1 year
Increase between revised steps		3.00%	3.00%	3.00%	3.00%

POSITION(S)	1	2	3
Fire Captain	\$ 113,000.00	\$ 116,390.00	\$ 119,881.70
Duration	1 year	1 year	1 year
Increase between revised steps		3.00%	3.00%

POSITION(S)	1	2	3	4
Battalion Chief	\$ 120,000.00	\$ 123,600.00	\$ 127,308.00	\$ 131,127.24
Duration	1 year	1 year	1 year	1 year
Increase between revised steps		3.00%	3.00%	3.00%

Fire Department Temporary Assignment Matrix			
Position	Step Pay	OIC Duty Position	Step Pay
Firefighter	1-6	Apparatus Operator	1
Firefighter	7	Apparatus Operator	2
Firefighter	8	Apparatus Operator	3
Firefighter	9	Apparatus Operator	4
Apparatus Operator	1	Fire Lieutenant	1
Apparatus Operator	2	Fire Lieutenant	2
Apparatus Operator	3	Fire Lieutenant	3
Apparatus Operator	4	Fire Lieutenant	4
* Fire Lieutenant	1-4	Fire Captain	1
* Fire Lieutenant	5	Fire Captain	2
Fire Captain	1	Battalion Chief	1
Fire Captain	2	Battalion Chief	2
Fire Captain	3	Battalion Chief	3

\* Fire Lieutenant to Fire Captain Step Up will be determined if applicable in advance and assigned if meets minimum shift criteria

Fire Department Assignment Pay	
Battalion Chief - Program Manager (EMS/Training/CRR)	\$6000/yr (paid out bi-weekly)

**POLICE STEP PLAN - FY 2024-2025**  
**EFFECTIVE: 10/1/2024**

<b>POSITION(S)</b>	<b>1</b>
Public Safety Recruit	\$ 65,128.68
Duration	Until Sworn

<b>POSITION(S)</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
Police Officer	\$ 75,000.00	\$ 77,250.00	\$ 79,567.50	\$ 81,954.53	\$ 84,413.16	\$ 86,945.56	\$ 89,553.92	\$ 92,240.54	\$ 95,007.76
Duration	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year
Increase between revised steps		3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%

<b>POSITION(S)</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Sergeant	\$ 101,000.00	\$ 104,030.00	\$ 107,150.90	\$ 110,365.43	\$ 113,676.39
Duration	1 year	1 year	1 year	1 year	1 year
Increase between revised steps		3.00%	3.00%	3.00%	3.00%

<b>POSITION(S)</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Lieutenant	\$ 117,090.00	\$ 120,602.70	\$ 124,220.78	\$ 127,947.40
Duration	1 year	1 year	1 year	1 year
Increase between revised steps		3.00%	3.00%	3.00%

<b>Police - Officer in Charge Pay</b>	
Long Term Assignment: Assignment pay paid bi-weekly at a flat rate the equivalent of 10% of person's assigned base step	
Short Term Assignment: Assignment pay paid at 10% of person's assigned base step for the hours worked as Officer in Charge	

**City of Burleson - Recreational Programming Instructor Compensation Plan  
October 1, 2024**

Occupational Job Families and Job Classes	Salary Range	Minimum Hourly	Midpoint Hourly	Maximum Hourly	Exemption
Recreation Instructors	0	\$15.00	\$22.50	\$30.00	Non-Exempt

Applicable Monthly Program Commission Tiers	Percentage
Program enrollment sold \$0 - \$849	0%
Program enrollment sold \$850 - \$1,249	20%
Program enrollment sold \$1,250 - \$1,674	25%
Program enrollment sold \$1,675 - \$3,349	30%
Program enrollment sold \$3,500 and up	35%

\*\* Paid monthly for the prior month's sales



**List of Approved Certification/Allowance Pay – City of Burleson - FY 2024-2025**  
**October 1, 2024**

Certification / Allowance	Eligible Department/Division	Annual Stipend
AERCO Technical Training (Pool Maint)	Parks and Recreation	\$360
Certified Playground Safety Inspector	Parks and Recreation	\$360
ISA Certified Arborist	Parks and Recreation	\$360
Animal Control Officer Administrative Certification	Animal Services	\$360
Animal Cruelty/Dog Fighting Investigation	Animal Services	\$360
ASE Level I - T8, A1, A2	Fleet Maintenance	\$360
ASE Level II- A3, A4, A5	Fleet Maintenance	\$360
ASE Level III - A6, A8, A9	Fleet Maintenance	\$360
Bi-lingual (English/Spanish)	Various for approved positions	\$600
Cell Allowance	Various for approved positions	\$650 \$1300
Certified Texas Master Naturalist	* Environmental Services	\$360
Class A Water Certification (TCEQ)	Water and Wastewater	\$1,200
Class B Water Certification (TCEQ)	Water and Wastewater	\$900
Class II Wastewater Certification (TCEQ)	Water and Wastewater	\$750
Class III Wastewater Certification (TCEQ)	Water and Wastewater	\$900
Clothing Allowance	Police for approved positions	\$500
Dispatch-Intermediate Certification	Public Safety Communications	\$600
Dispatch-Advanced Certification	Public Safety Communications	\$1,200
Dispatch-Master Certification	Public Safety Communications	\$1,450
Electrician - Certified Journeyman Electrician	Facilities	\$1,200
Electrician - Certified Master Electrician	Facilities	\$1,450
Emergency Vehicle Tech (EVT) I	Fleet Maintenance	\$900
Emergency Vehicle Tech (EVT) II	Fleet Maintenance	\$1,100
Emergency Vehicle Tech (EVT) III	Fleet Maintenance	\$1,450
Fire/Police-Intermediate Certification OR Associate's Degree	Fire and Police	\$600
Fire/Police-Advanced Certification OR Bachelor's Degree	Fire and Police	\$1,200
Fire/Police-Masters Certification OR Master's Degree	Fire and Police	\$1,450
Hazard Analysis and Critical Control Point (HACCP)	* Environmental Services	\$360
ICC Property Maintenance and Housing Inspector	* Code Enforcement	\$360
ICC Zoning Inspector	* Code Enforcement	\$360
NEHA Certified Foodborne Outbreak Investigator	* Environmental Services	\$360
NEHA Certified Professional- Food Safety	* Environmental Services	\$360
TCEQ Certified Stormwater Inspector or Certified Inspector of Sediment & Erosion Control (CISPEC)	* Code Enforcement	\$360
TCEQ Certified Stormwater Inspector or Certified Inspector of Sediment & Erosion Control (CISPEC)	* Environmental Services	\$360
NSPF Certified Pool Operator	* Environmental Services	\$360
Paramedic Assignment Pay	Fire	\$4,800
TCOLE Licensed Peace Officer with Active TCOLE Appointment in the Fire Marshal Office	Fire	\$600
Payroll Professional	Finance	\$960
Pesticide – Vector license	Parks and Recreation	\$360
Pesticide Applicator's license (TX Dept of Agriculture)	Parks and Recreation	\$360
Registered Code Enforcement Officer	* Environmental Services	\$360
TCEQ Designated Representative	* Environmental Services	\$360
TEEX 40 HR HAZWOPER	* Code Enforcement	\$360
TEEX Code Enforcement Officer II	* Code Enforcement	\$360
Tool Allowance	Approved by position in: Fleet Maintenance, Golf Maintenance, Marketing and Communications	\$1000 \$1200 \$1550
Uniform Allowance	Police	\$500
Vehicle Allowance	Various for approved positions	\$3000 \$4500 \$6000 \$9600

\* Environmental Services and Code Enforcement are eligible to receive certification pay for up to 4 certifications.

**Related Policies:** Policy Handbook 9.4 Compensation (o)

**Incentive or Certification Pay**

An employee who obtains a specialized certification that is recognized by the City Manager as beneficial to performance of the employee's duties, may be paid a flat annual rate, calculated and paid out per pay period, in addition to the employee's regular pay. The rate of payment for incentive pay and eligibility to receive incentive pay will be established through adoption of the annual operating budget. Director level positions and above are not eligible to receive incentive pay. Employees on an unpaid leave of absence are also not eligible for incentive or certification pay for pay periods where there is no compensation paid to the employee. Human resources will maintain the official list of positions and employees qualifying for incentive pay.