



General Pay Plan

(Appendix D to Personnel Policy and Procedure Manual)

Salary Schedule A: Administrative support, paraprofessional, professional, and managerial positions that are not a field position assigned to another salary schedule.

Salary Schedule FF: Firefighter positions.

Salary Schedule LE: Law enforcement positions.

Salary Schedule PW: Public works positions.

Rev. 1 - 10/10/2024

APPENDIX D - GENERAL PAY PLAN
SALARY SCHEDULE A - ADMINISTRATIVE

| Salary Groups and Step Increment Pay Rates | | | | | | | |
|--|---------|---------|---------|---------|---------|---------|--|
| Group | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Position Title |
| A 1 | \$11.27 | \$11.77 | \$12.27 | \$12.77 | \$13.27 | \$13.77 | |
| A 2 | \$12.27 | \$12.77 | \$13.27 | \$13.77 | \$14.27 | \$14.77 | Library Staff (PT & FT); Receptionist; |
| A 3 | \$13.27 | \$13.77 | \$14.27 | \$14.77 | \$15.27 | \$15.77 | |
| A 4 | \$14.27 | \$14.77 | \$15.27 | \$15.77 | \$16.27 | \$16.77 | |
| A 5 | \$15.22 | \$15.72 | \$16.22 | \$16.72 | \$17.22 | \$17.72 | Water Billing Clerk I |
| A 6 | \$16.22 | \$16.72 | \$17.22 | \$17.72 | \$18.22 | \$18.72 | Children's Librarian; Admin Asst I; |
| A 7 | \$17.17 | \$17.67 | \$18.17 | \$18.67 | \$19.17 | \$19.67 | Water Billing Clerk II |
| A 8 | \$18.17 | \$18.67 | \$19.17 | \$19.67 | \$20.17 | \$20.67 | Admin Asst II; Community Liason |
| A 9 | \$19.12 | \$19.62 | \$20.12 | \$20.62 | \$21.12 | \$21.62 | Municipal Crt Clerk/AP |
| A 10 | \$20.12 | \$20.62 | \$21.12 | \$21.62 | \$22.12 | \$22.62 | Admin Asst III; Code Enforcement & Permitting Tech |
| A 11 | \$21.12 | \$21.62 | \$22.12 | \$22.62 | \$23.12 | \$23.62 | |
| A 12 | \$22.07 | \$22.57 | \$23.07 | \$23.57 | \$24.07 | \$24.57 | Library Director; Code Enforcement Officer; Building Official & Facilities Manager |
| A 13 | \$23.07 | \$23.57 | \$24.07 | \$24.57 | \$25.07 | \$25.57 | |
| A 14 | \$24.02 | \$24.52 | \$25.02 | \$25.52 | \$26.02 | \$26.52 | Water Office Supervisor |
| A 15 | \$25.02 | \$25.52 | \$26.02 | \$26.52 | \$27.02 | \$27.52 | Program & Grants Manager; Water Office Supervisor/Finance Clerk |
| A 16 | \$26.02 | \$26.52 | \$27.02 | \$27.52 | \$28.02 | \$28.52 | |
| A 17 | \$27.02 | \$27.52 | \$28.02 | \$28.52 | \$29.02 | \$29.52 | Finance Manager |
| | | | | | | | |

APPENDIX D - GENERAL PAY PLAN

SALARY SCHEDULE FF: FIREFIGHTERS

| Salary Groups and Step Increment Pay Rates | | | | | |
|--|----------------------------|---------|---------|---------|--------------------------|
| Group | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| FF 1 | \$13.52 | \$14.02 | \$14.52 | \$15.02 | Cadet |
| FF 2 | \$15.62 | \$16.12 | | | Fire Fighter I (PT/FT) |
| FF 3 | \$16.52 | \$17.02 | | | Fire Fighter II (PT/FT) |
| FF 4 | \$17.57 | \$18.07 | | | Fire Fighter III (PT/FT) |
| FF 5 | \$20.52 | \$21.02 | | | Lieutenant |
| FF 6 | \$21.27 | \$21.52 | | | Captain |
| FF 7 | \$29.52 | \$30.42 | | | Fire Marshal |
| | Salary Set by City Council | | | | Fire Chief |

APPENDIX D - GENERAL PAY PLAN

SALARY SCHEDULE LE: LAW ENFORCEMENT

| Salary Groups and Step Increment Pay Rates | | | | | |
|--|---------|---------|---------|-----------------|---|
| Group | Step 1 | Step 2 | Step 3 | Position Title | Minimum Requirements |
| LE 1 | \$15.52 | \$16.52 | \$17.52 | Animal Control | |
| LE 2 | \$18.52 | | | Cadet | Complete Application Process |
| LE 3 | \$22.07 | \$22.57 | | Patrolman 1 | Pass Certified Academy, Pass State TCOLE Test, Satisfactorily Complete FTO Program. |
| LE 4 | \$23.62 | \$26.52 | | Patrolman 2 | Less Lethal Certifications, Stop Stick Certifications, Crisis Intervention Training, Use of Force |
| LE 5 | \$27.47 | \$27.92 | | Patrolman 3 | Obtain Intermediate Peace Officer Proficiency, FTO Certification, Maintain Specific Mandated Training Courses |
| LE 6 | \$28.82 | \$29.62 | | Sergeant | 4+ Years |
| LE 7 | \$29.72 | \$30.57 | | Lieutenant | 5+ Years |
| LE 8 | \$31.07 | \$31.32 | | Captain | 7+ Year |
| LE 9 | \$32.17 | \$32.47 | | Assistant Chief | 10+ Years |
| | | | | | |
| Salary Set by City Council | | | | Chief of Police | |

APPENDIX D - GENERAL PAY PLAN

SALARY SCHEDULE PW: PUBLIC WORKS FIELD POSITIONS

| Salary Groups and Step Increment Pay Rates | | | | | | | |
|--|---------|---------|---------|---------|---------|---------|---------------------------------------|
| Group | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Position Title |
| PW 1 | \$11.32 | \$11.82 | | | | | |
| PW 2 | \$12.27 | \$12.77 | | | | | Custodian I; Groundskeeper I |
| PW 3 | \$13.27 | \$13.77 | | | | | Custodian II; Groundskeeper II |
| PW 4 | \$14.22 | \$14.72 | | | | | Custodian III |
| PW 5 | \$15.22 | \$15.72 | | | | | |
| PW 6 | \$16.22 | \$16.72 | \$17.22 | \$17.72 | | | Water Meter Reader |
| PW 7 | \$17.17 | \$17.67 | \$18.17 | \$18.67 | \$19.17 | \$19.67 | Crewmember I; |
| PW 8 | \$18.17 | \$18.67 | \$19.17 | \$19.67 | \$20.17 | \$20.67 | Crewmember II; Operator I; Mechanic I |
| PW 9 | \$19.12 | \$19.62 | \$20.12 | \$20.62 | \$21.12 | \$21.62 | Crew Member III; |
| PW 10 | \$20.12 | \$20.62 | \$21.12 | \$21.62 | \$22.12 | \$22.62 | Operator II; Mechanic II; SSO Tech I |
| PW 11 | \$21.12 | \$21.62 | \$22.12 | \$22.62 | \$23.12 | \$23.62 | |
| PW 12 | \$22.12 | \$22.62 | \$23.12 | \$23.62 | \$24.12 | \$24.62 | Operator III; Mechanic III |
| PW 13 | \$23.02 | \$23.52 | \$24.02 | \$24.52 | \$25.02 | \$25.52 | Crew Leader; SSO Tech II |
| PW 14 | \$24.02 | \$24.52 | \$25.02 | \$25.52 | \$26.02 | \$26.52 | |
| PW 15 | \$25.02 | \$25.52 | \$26.02 | \$26.52 | \$27.02 | \$27.52 | Supervisor; Project Manager |
| PW 16 | \$26.02 | \$26.52 | \$27.02 | \$27.52 | \$28.02 | \$28.52 | |
| PW 17 | \$27.02 | \$27.52 | \$28.02 | \$28.52 | \$29.02 | \$29.52 | |
| PW 18 | \$27.97 | \$28.47 | \$28.97 | \$29.47 | \$29.97 | \$30.47 | Utility Supervisor |
| PW 19 | \$28.92 | \$29.42 | \$29.92 | \$30.42 | \$30.92 | \$31.42 | |
| PW 20 | \$29.92 | \$30.42 | \$30.92 | \$31.42 | \$31.92 | \$32.42 | Mechanic Supervisor; Superintendent |
| PW 21 | \$30.92 | \$31.42 | \$31.92 | \$32.42 | \$32.92 | \$33.42 | |
| PW 22 | \$31.87 | \$32.37 | \$32.87 | \$33.37 | \$33.87 | \$34.37 | |
| PW 23 | \$32.87 | \$33.37 | \$33.87 | \$34.37 | \$34.87 | \$35.37 | Director |
| PW 24 | \$33.82 | \$34.32 | \$34.82 | \$35.32 | \$35.82 | \$36.32 | |
| PW 25 | \$34.82 | \$35.32 | \$35.82 | \$36.32 | \$36.82 | \$37.32 | |